Base Climate Assessment Committee

Team Lackland

1 April 2001 - 30 September 2001

Base Climate Assessment Committee

Purpose:

Provide the Installation Commander and Senior Leadership an assessment of the Human Relations Climate

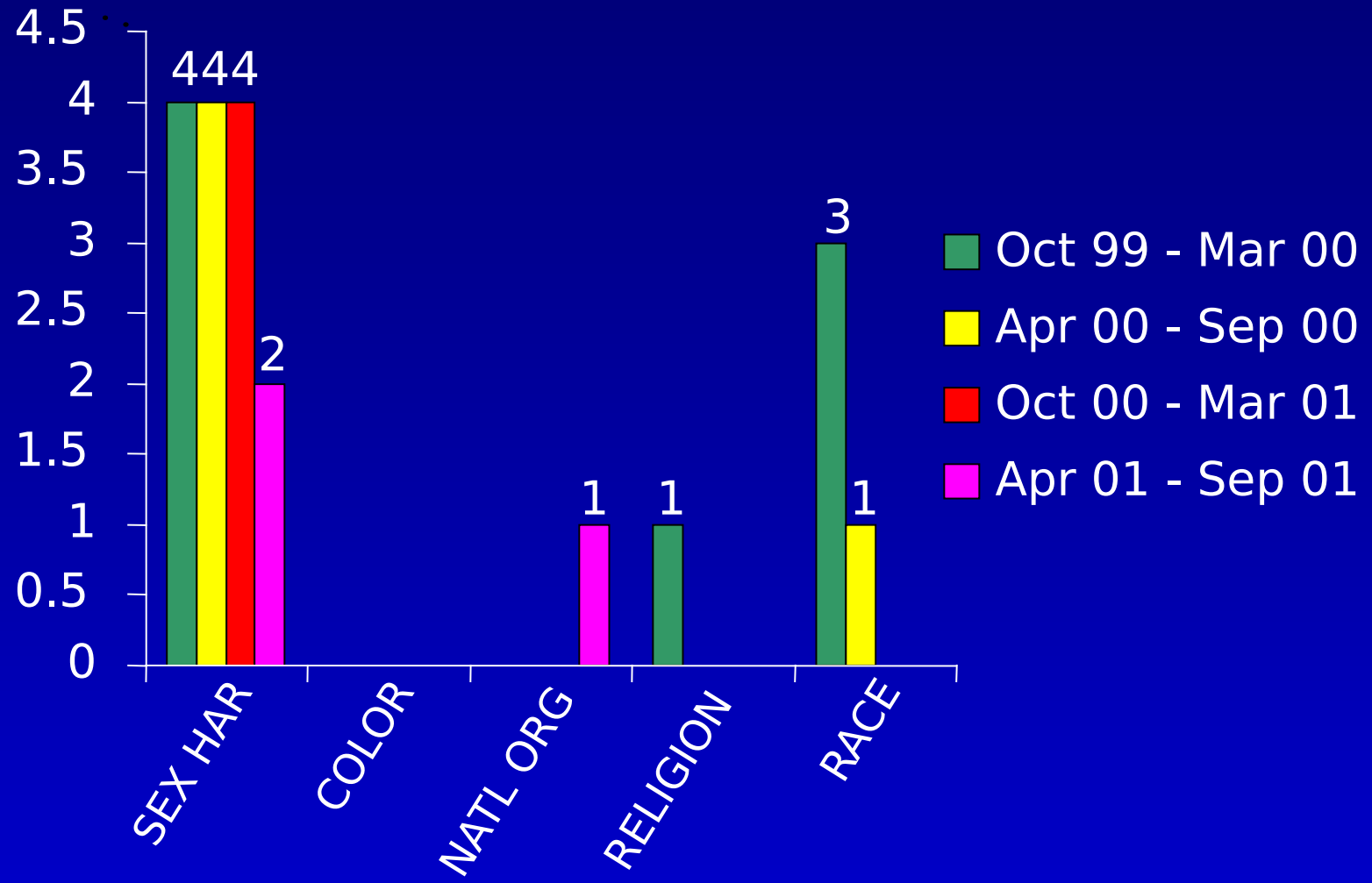
Base Climate Assessment

Committee Members

- Military Equal Opportunity
- Equal Employment Opportunity
- Security Forces
- Military Personnel Flight
- Civilian Personnel Flight
- Command CMSgt
- Judge Advocate
- Family Support Center
- Housing Referral Office
- OSI
- Services Squadron
- Chaplain
- Public Affairs
- Inspector General
- 59 MDW HR Advisor
- Family Advocacy

MILITARY EQUAL OPPORTUNITY

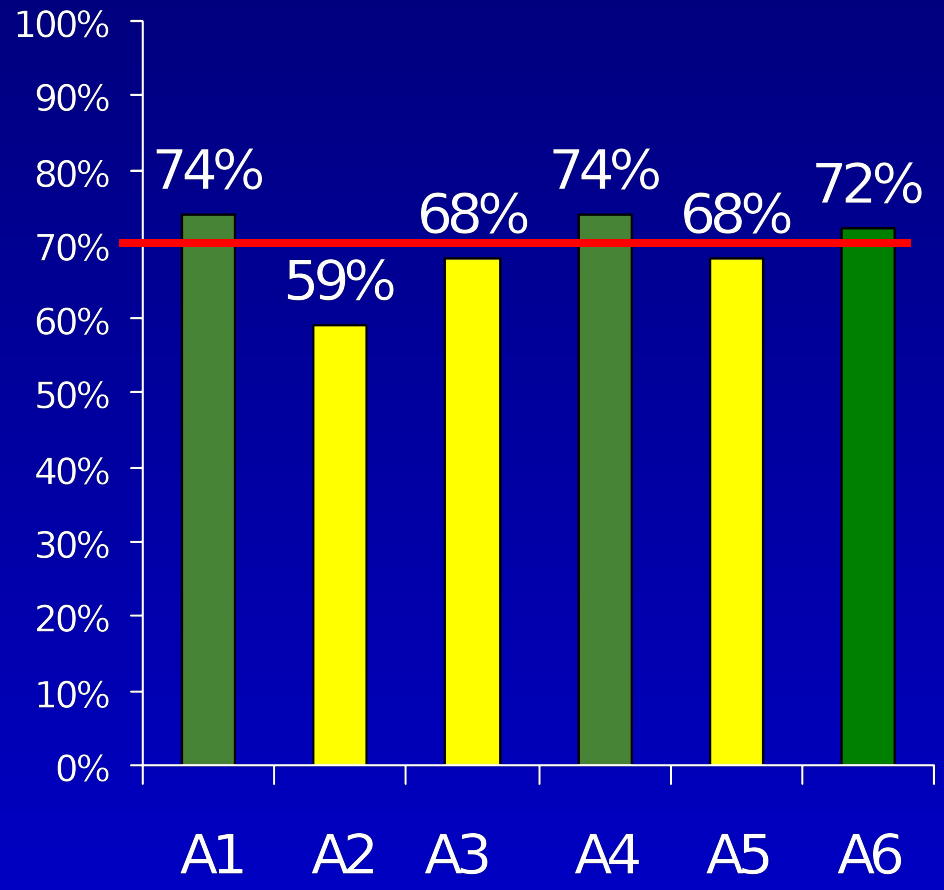
Discrimination Complaints



Unit Climate Assessments

- Seven Units Surveyed
  - 457 Respondents (57%)
- Rate Each Question Scale 1 to 5
  - Strongly Agree/Agree/Neutral/Disagree/Strongly Disagree
- Six Major Categories Assessed
  - ‘Local’ Scale for Red/Yellow/Green

Unit Climate Assessments Favorable Responses



Categories

A1: Job & Community
A2: Motivation/Pride/Recog
A3: Peer Relations
A4: Unit Leadership
A5: Freedom to Complain
A6: Fair Trmt & Discrim

MILITARY EQUAL OPPORTUNITY ISSUES

- Seven ‘Commander Worked’ Cases
- Less TTG Issues/Counseling

59TH MEDICAL WING

37TH TRAINING WING

AIR INTELLIGENCE AGENCY

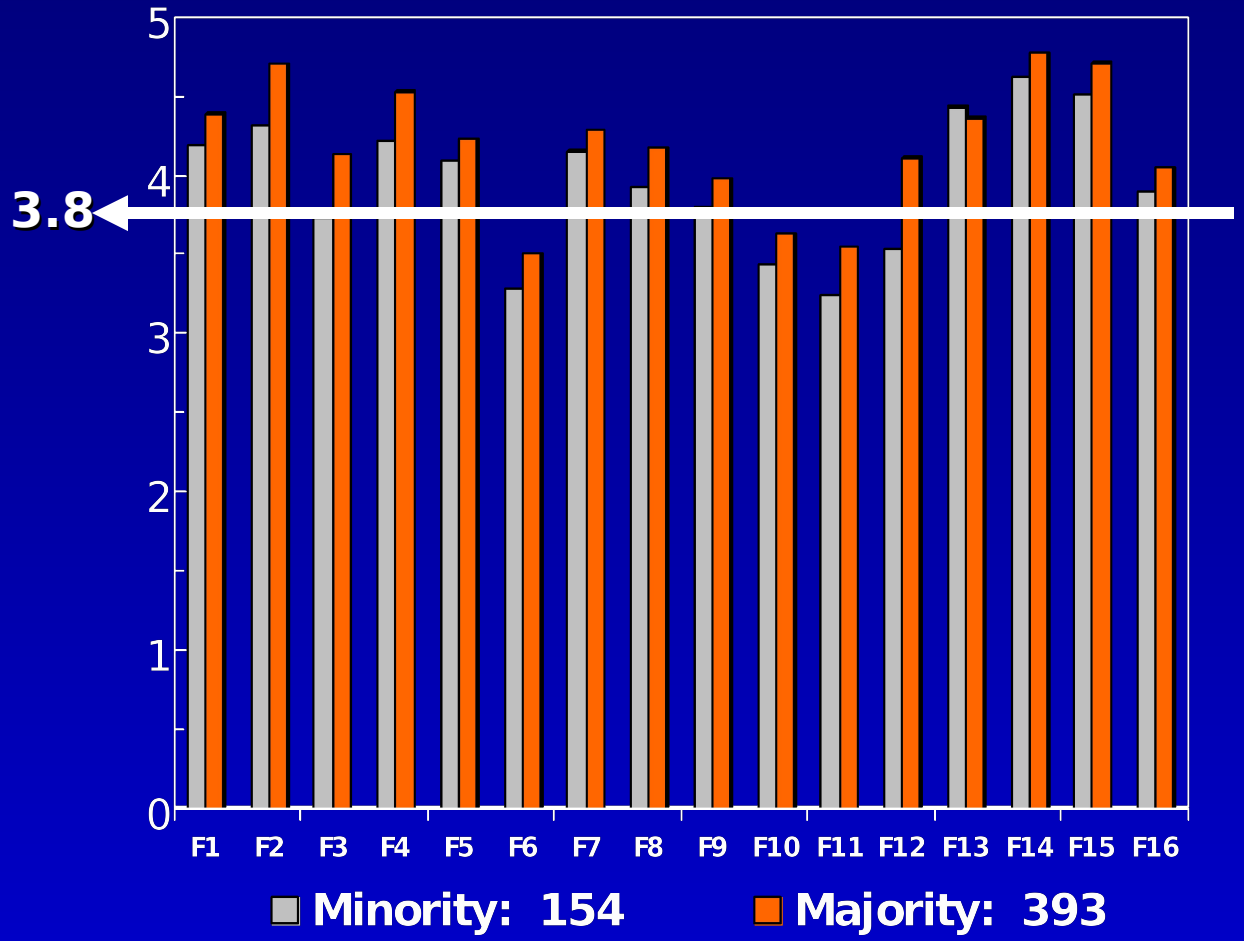
59 MDW Climate Assessment

59 MDW Human Relations Advisor

Human Relations Complaints

Climate Assessments Results

Scale of 1-5 (Higher is Better)



CATEGORIES

F1: Sex Har/Disc

F2: Diff Behavior

F3: Pos EO Behavior

F4: Racist/Sexist Beh

F5: Reverse Disc I

F6: Commitment

F7: Percvd Grp Effect

F8: Job Satisfaction

F9: Wrk Grp Cohesion

F10: Ldrship Cohesion

F11: Trust in Org

F12: Overall EO

F13: Age Discr

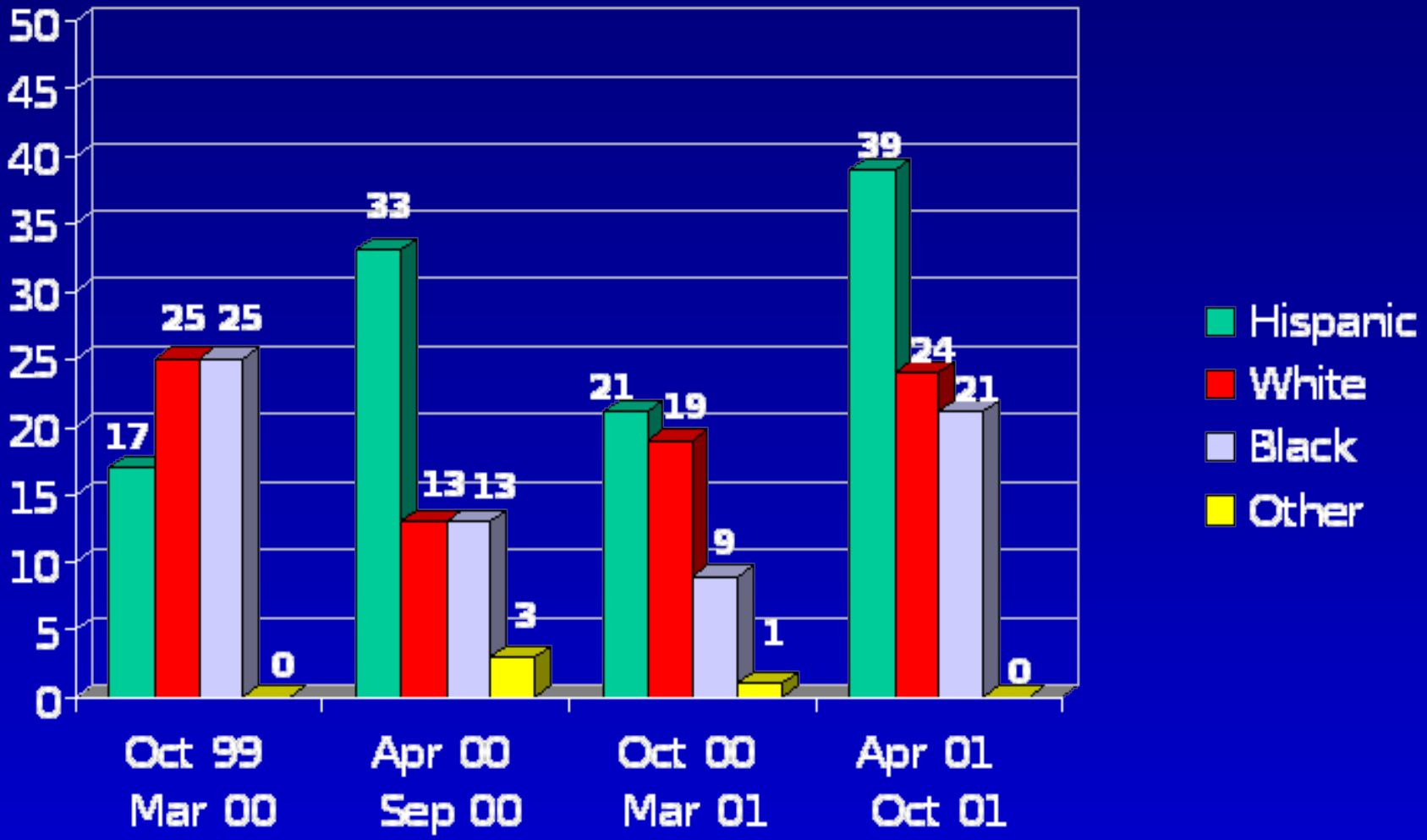
59TH MEDICAL WING

37TH TRAINING WING

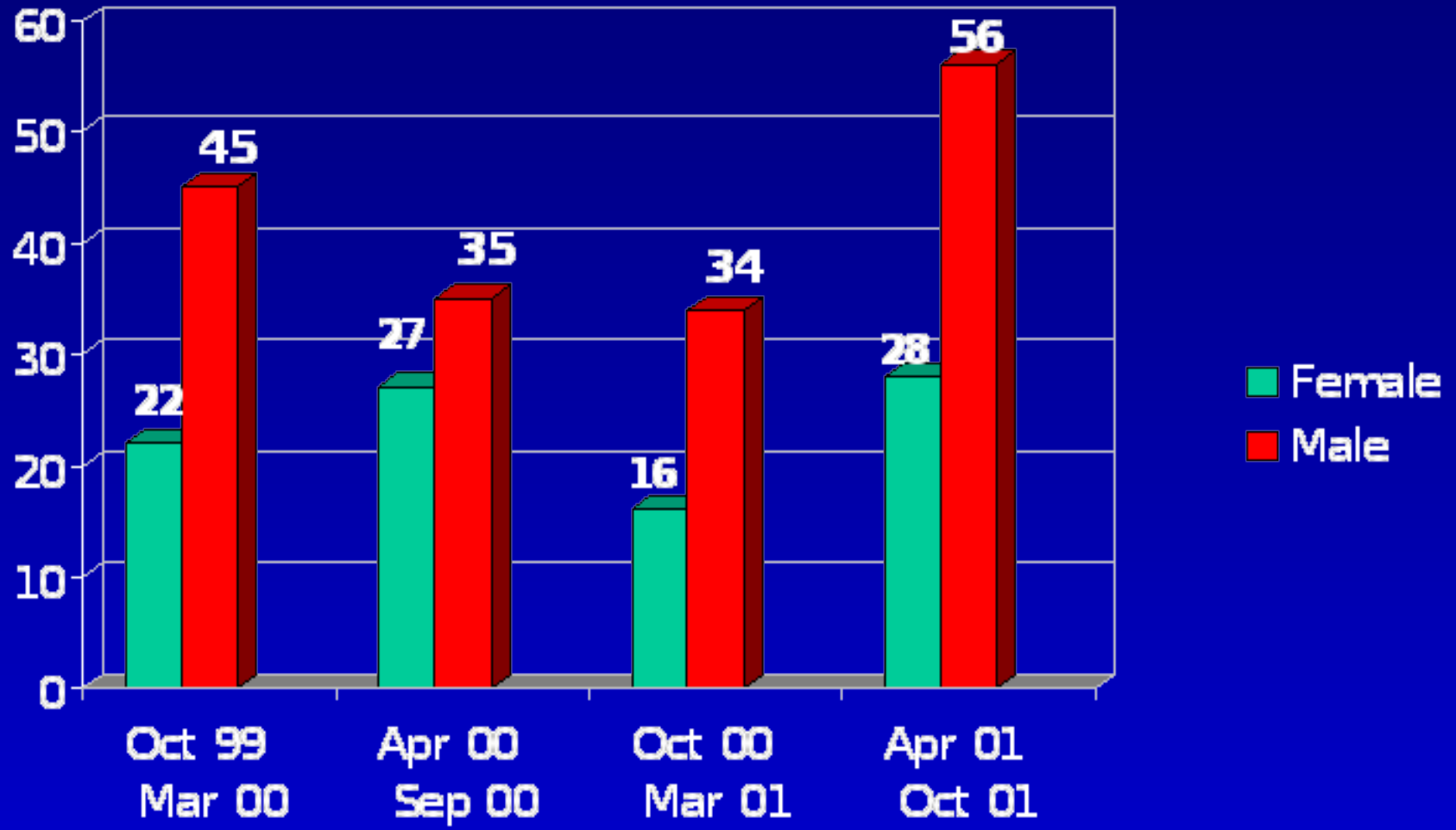
AIR INTELLIGENCE AGENCY

EQUAL EMPLOYMENT OPPORTUNITY

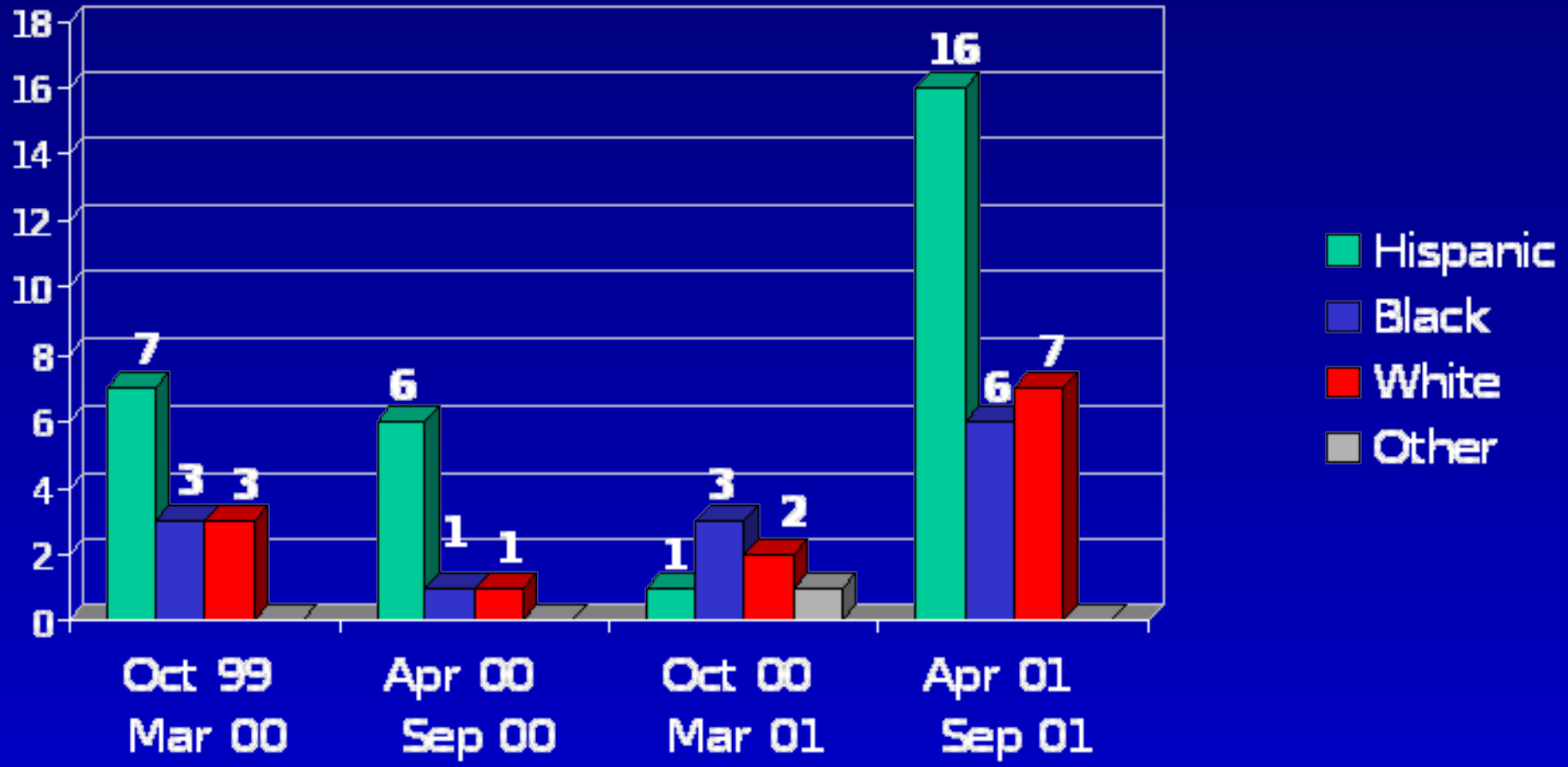
Informal Inquiries
Ethnic Group



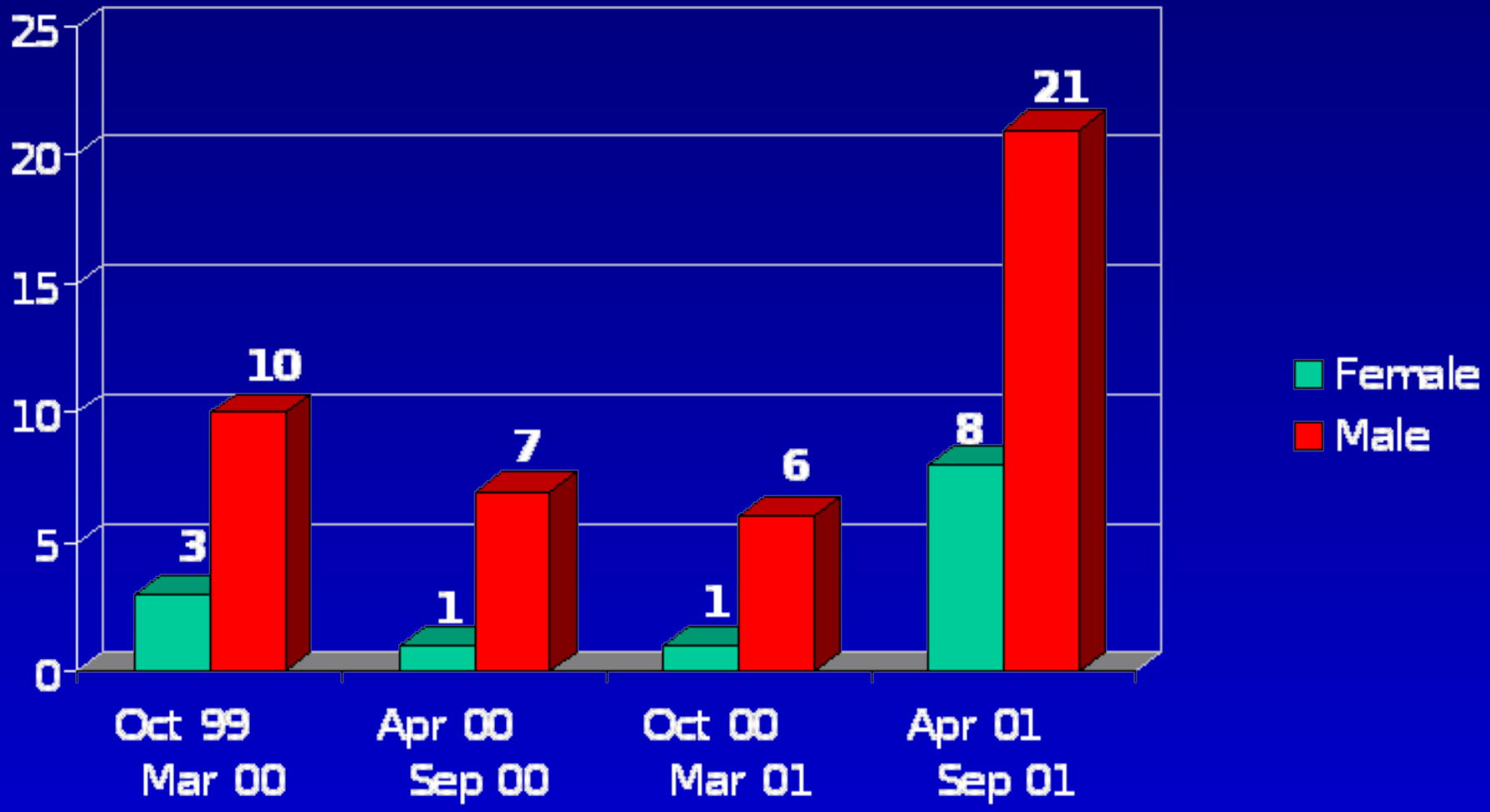
Informal Inquiries
Gender



Formal Complaints
Ethnicity



Formal Complaints
Gender



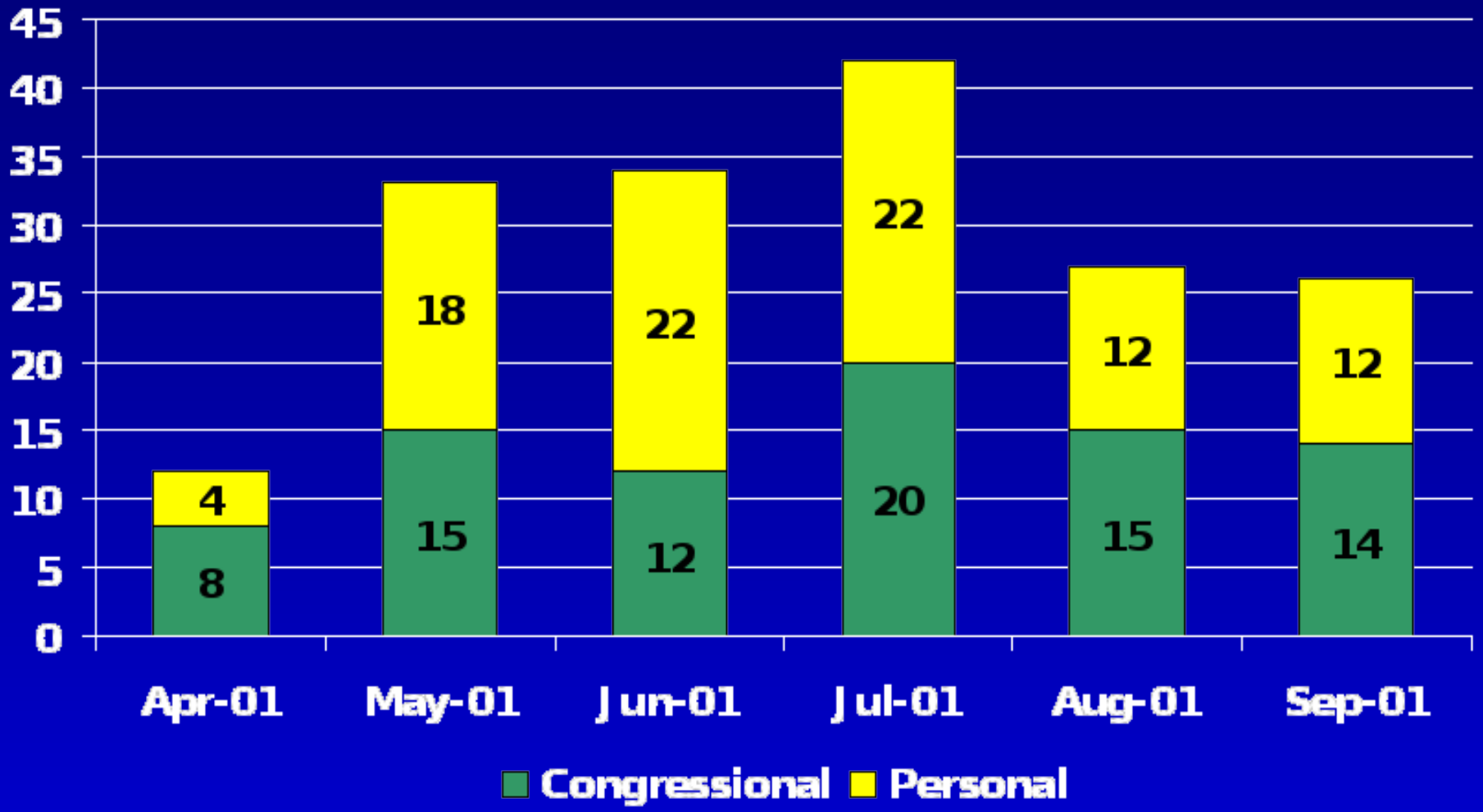
59TH MEDICAL WING

37TH TRAINING WING

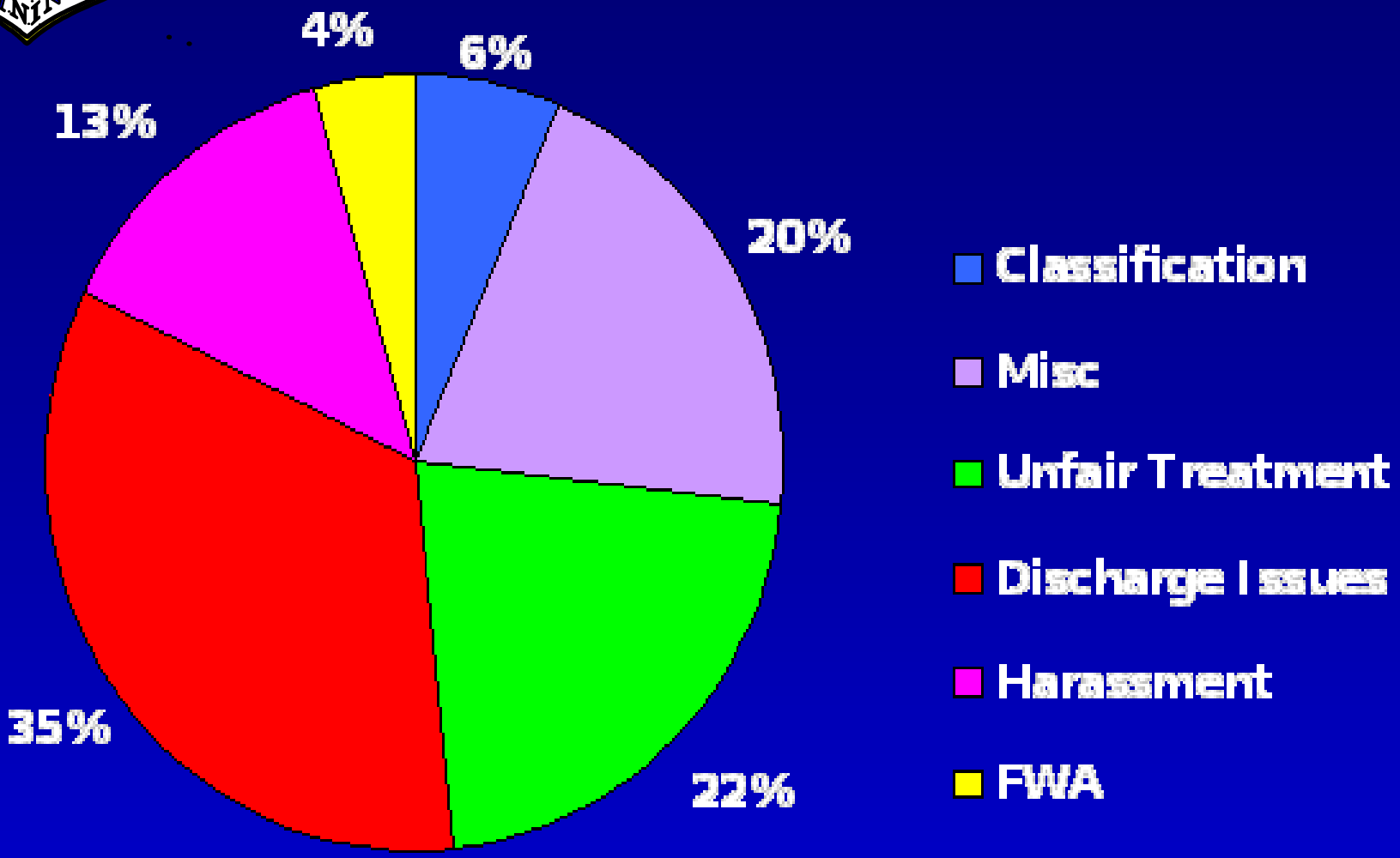
AIR INTELLIGENCE AGENCY

Inspector General

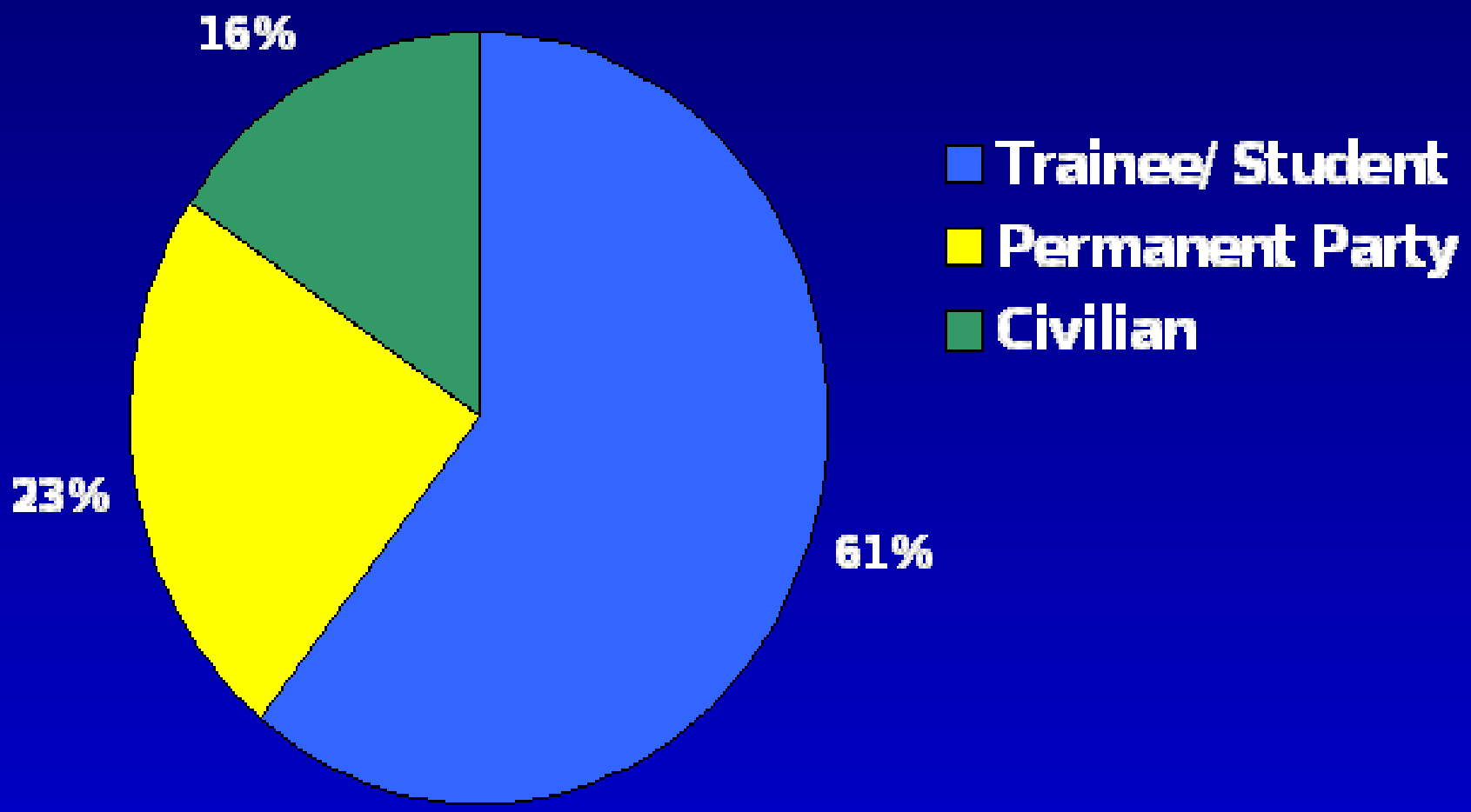
IG Monthly Activity



IG ACTIVITY OVERALL



IG CLIENTS OVERALL



59TH MEDICAL WING

37TH TRAINING WING

AIR INTELLIGENCE AGENCY

Housing Management Flight

HOUSING OFFICE
Fair Treatment/Discrimination

- No Discrimination Complaints

59TH MEDICAL WING

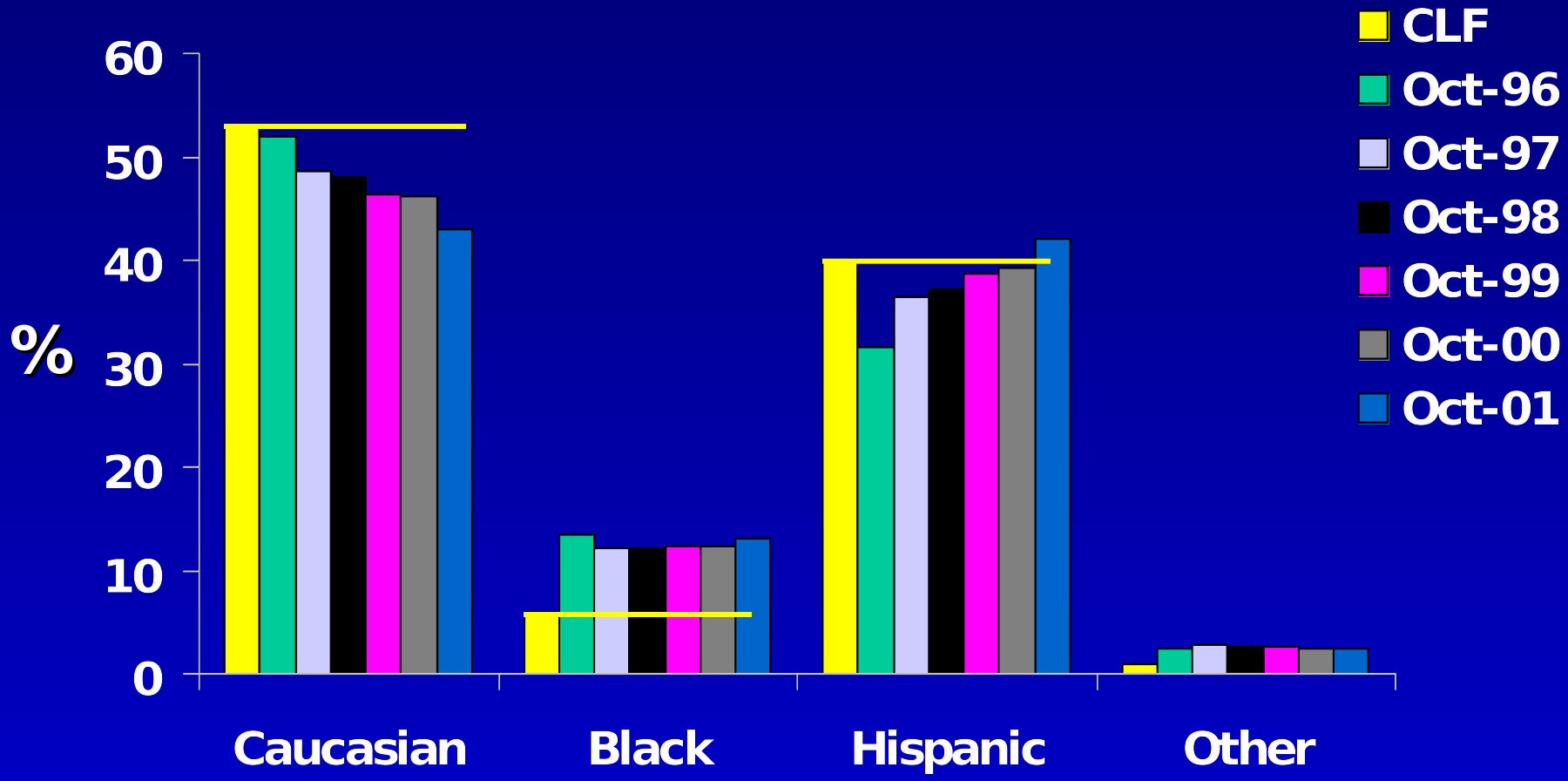
37TH TRAINING WING

AIR INTELLIGENCE AGENCY

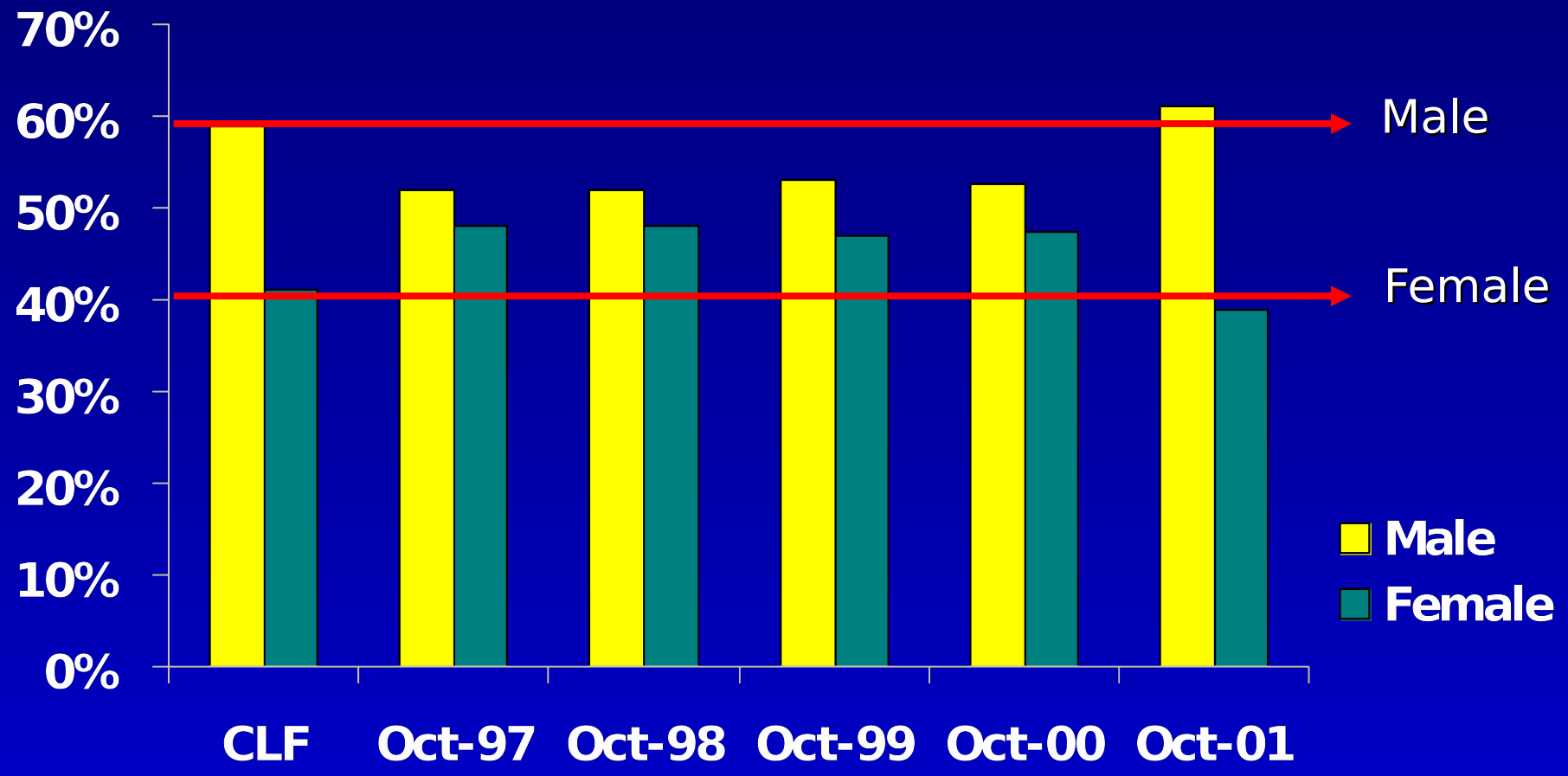
Civilian Personnel Flight

Civilian Personnel Representation Trends

Comparison with the Local Civilian Labor Force



Representation Trends Gender



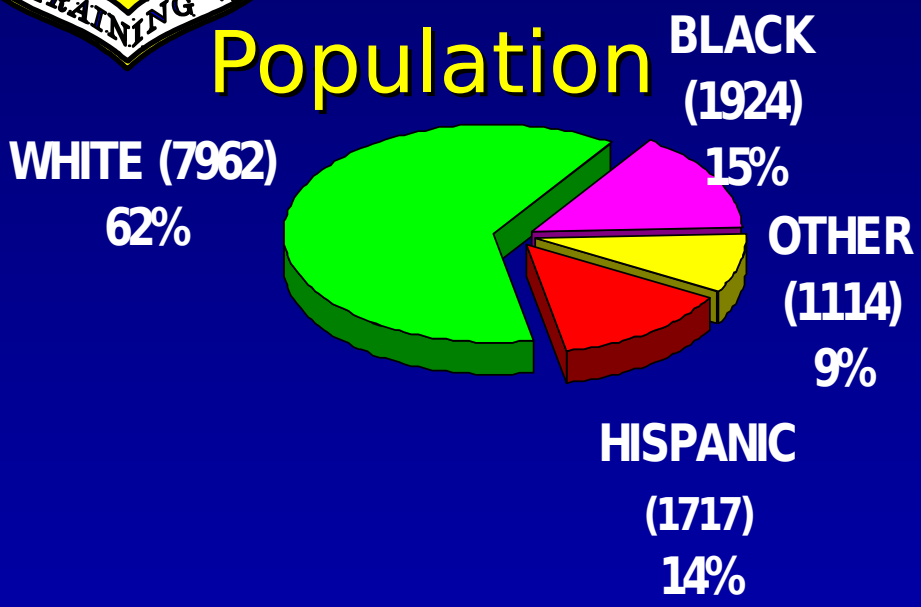
59TH MEDICAL WING

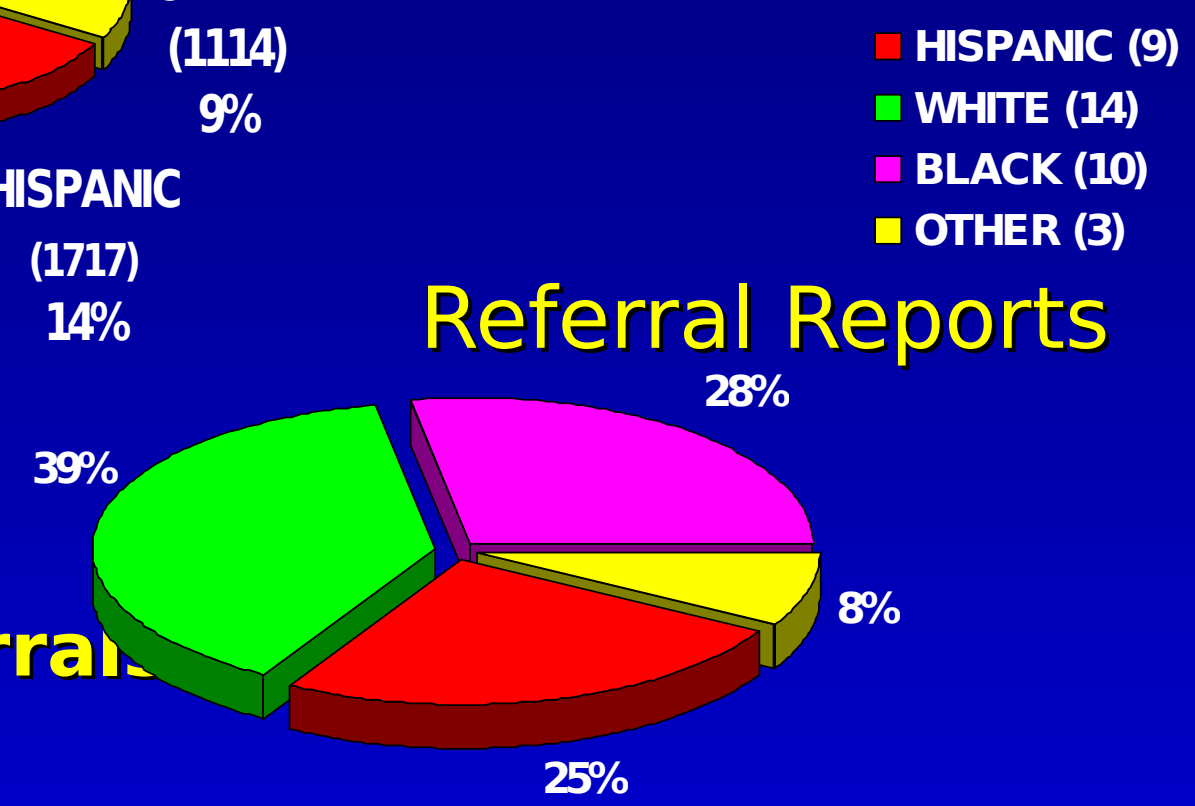
37TH TRAINING WING

AIR INTELLIGENCE AGENCY

Military Personnel Flight

Referral Performance Reports
Ethnic Group

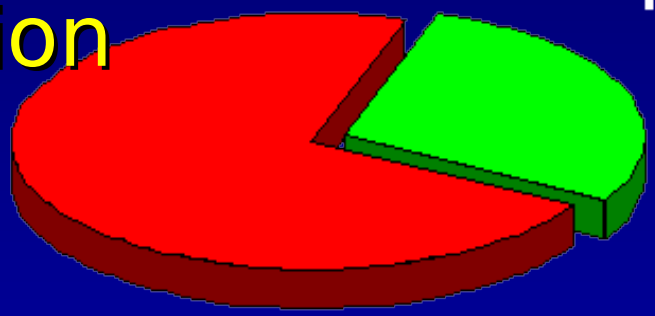




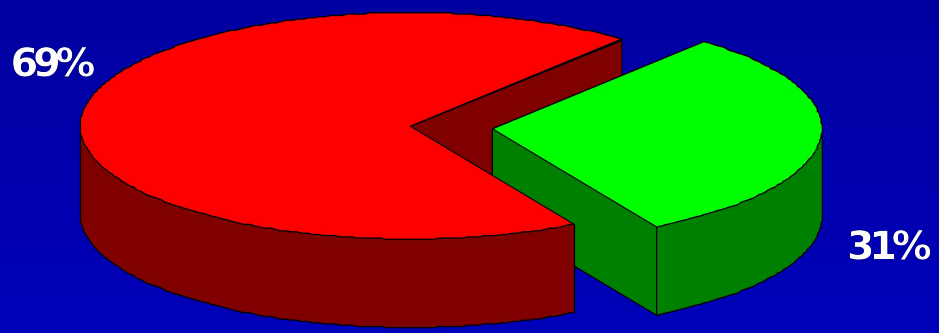
Total = 36 Referrals

Referral Performance Reports Gender

Population



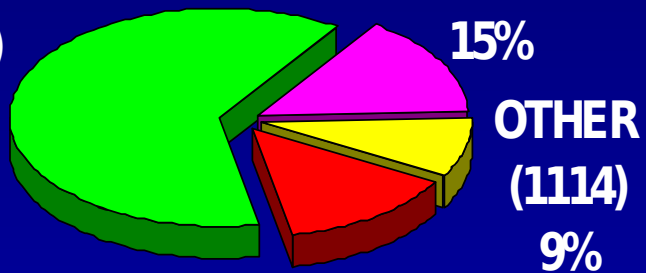
Referral Reports



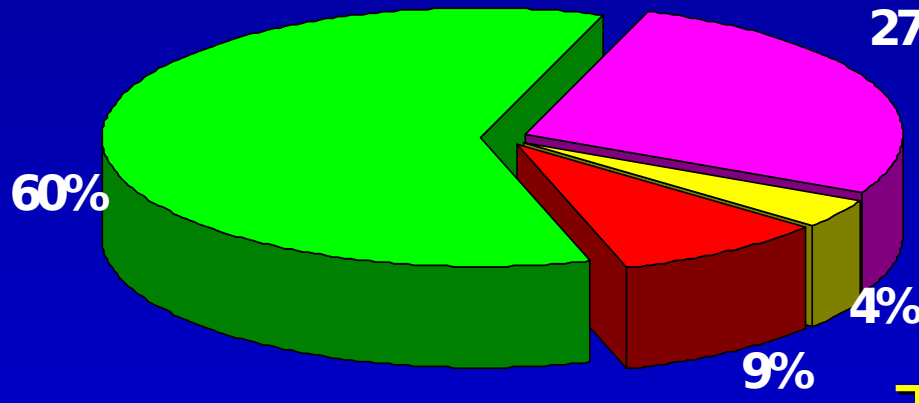
Total = 36

Unfavorable Information Files
Ethnic Group

Population



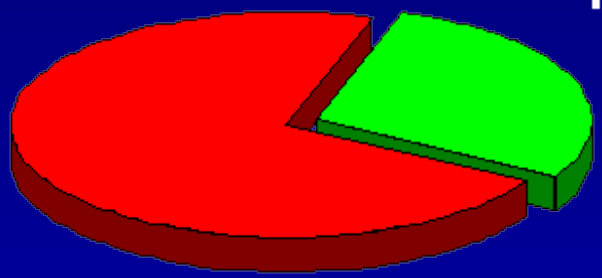
UIFs



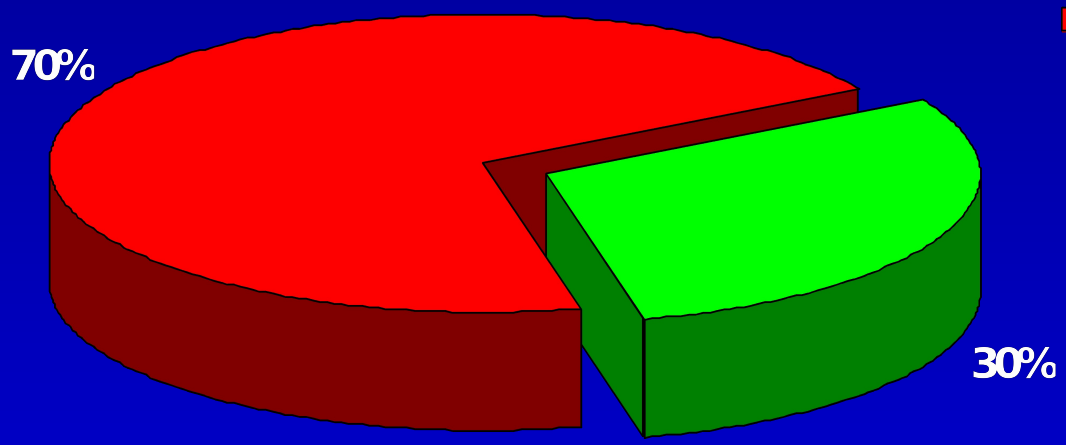
Total = 195

Unfavorable Information Files Gender

Population



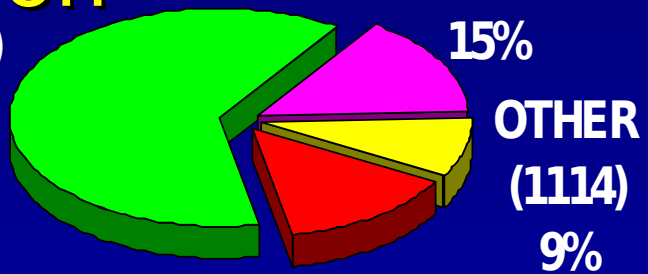
UIFs



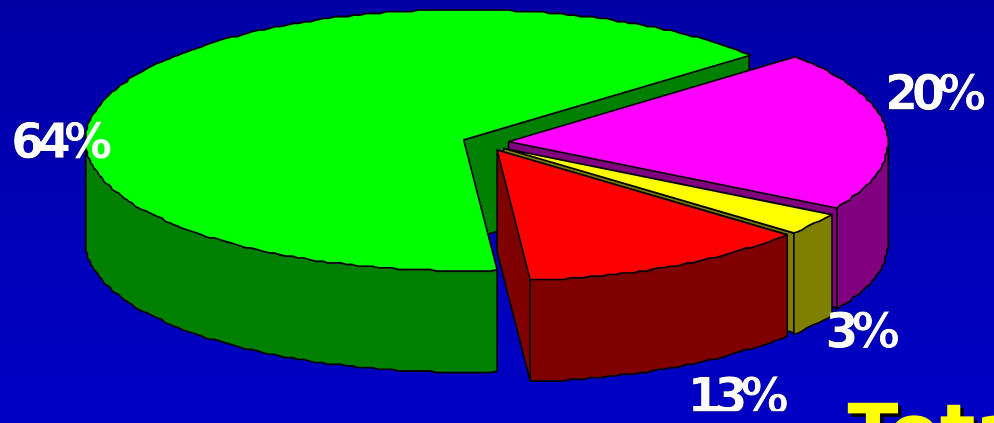
Total = 195

Weight Management Program
Ethnic Group

Population



WMP CASES

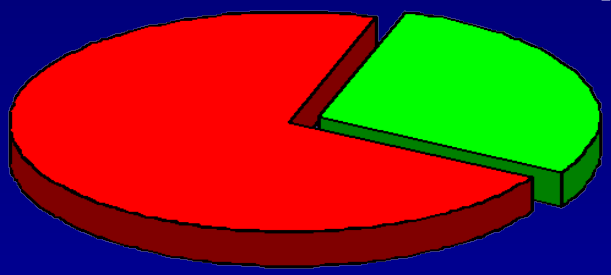


Total = 24

Weight Management Program Gender

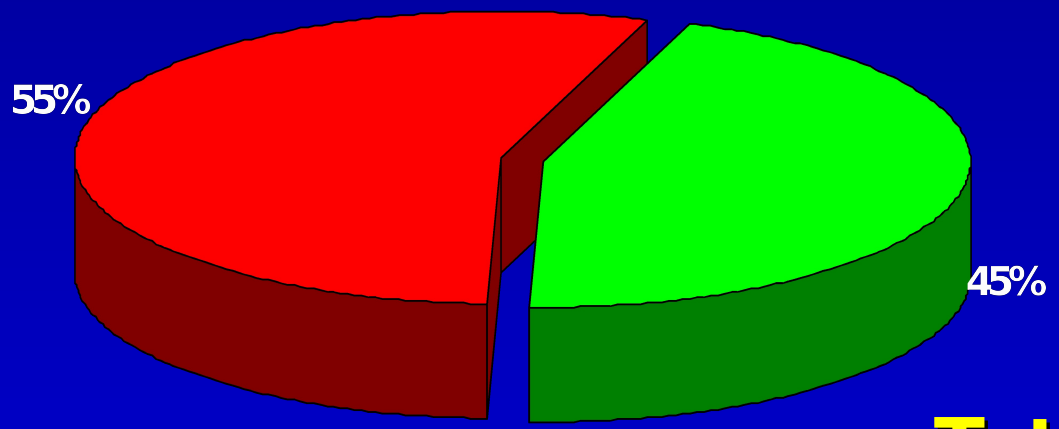
Population

MALE (9129)
72%



FEMALE
(3588)
28%

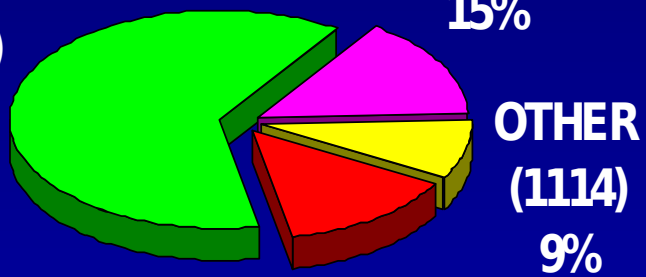
WMP Cases



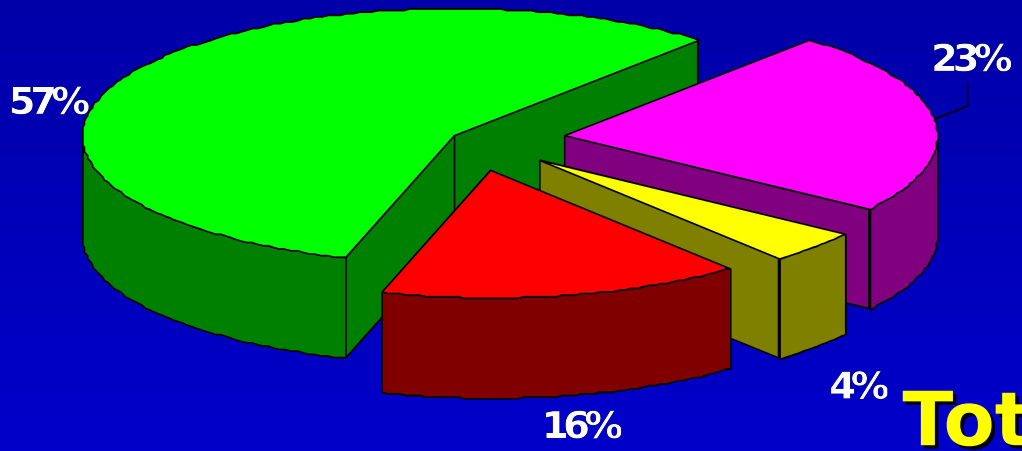
Total = 240

Enlisted Involuntary Separations Ethnic Group

Population



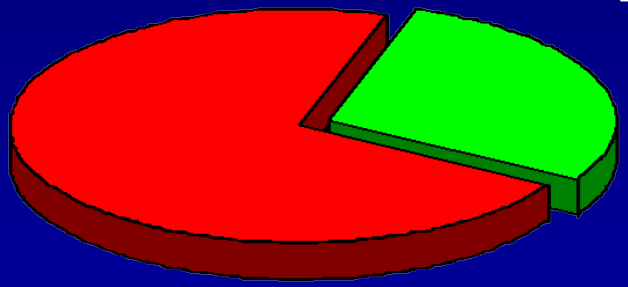
Invol Seps



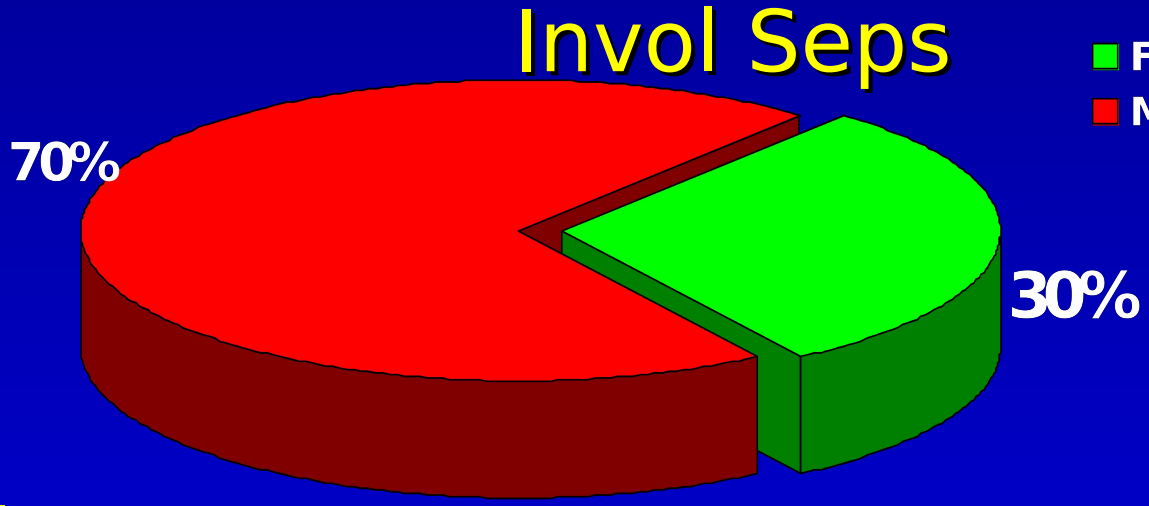
Total = 34

Enlisted Involuntary Separations Gender

Population



Invol Seps



Total = 347

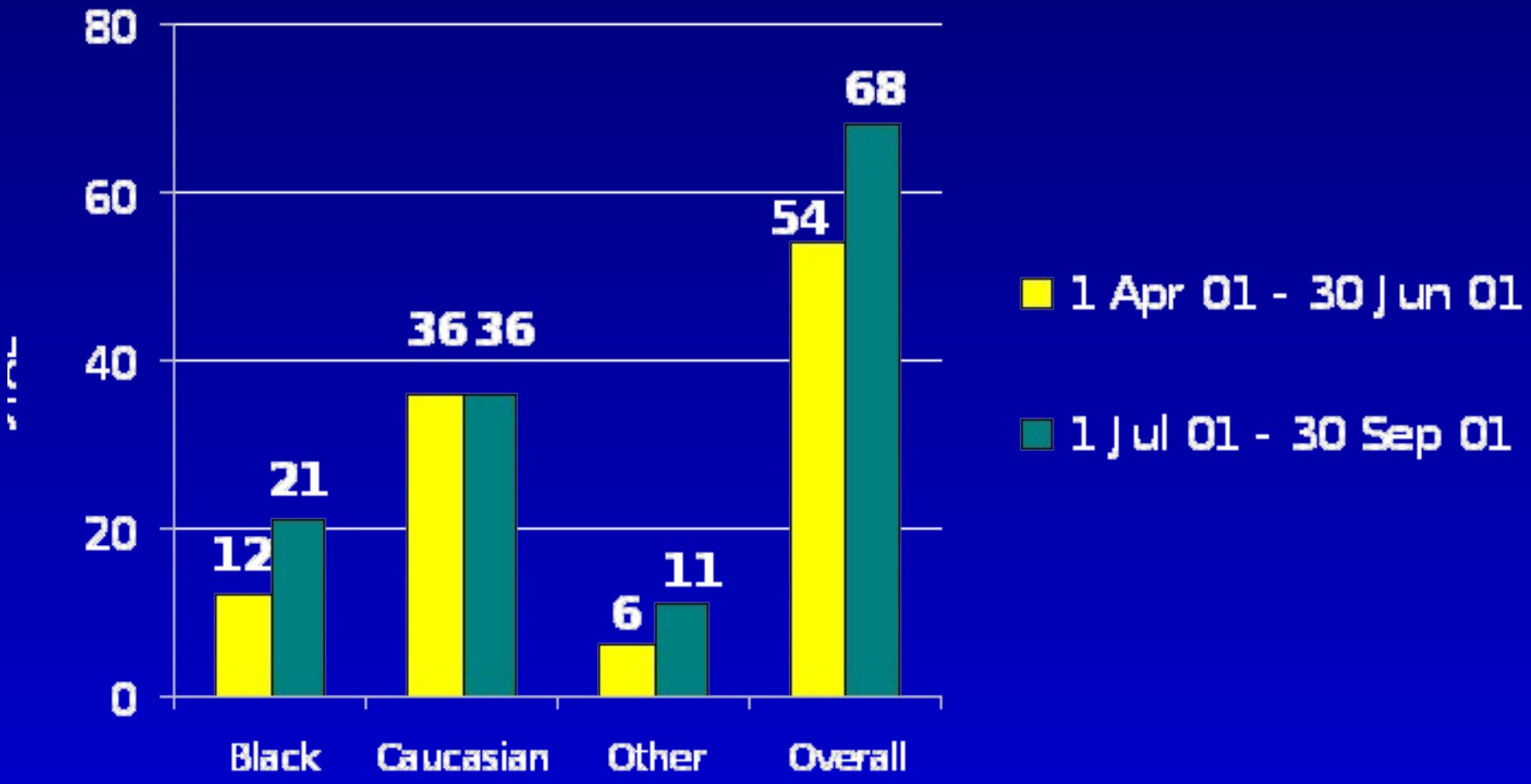
59TH MEDICAL WING

37TH TRAINING WING

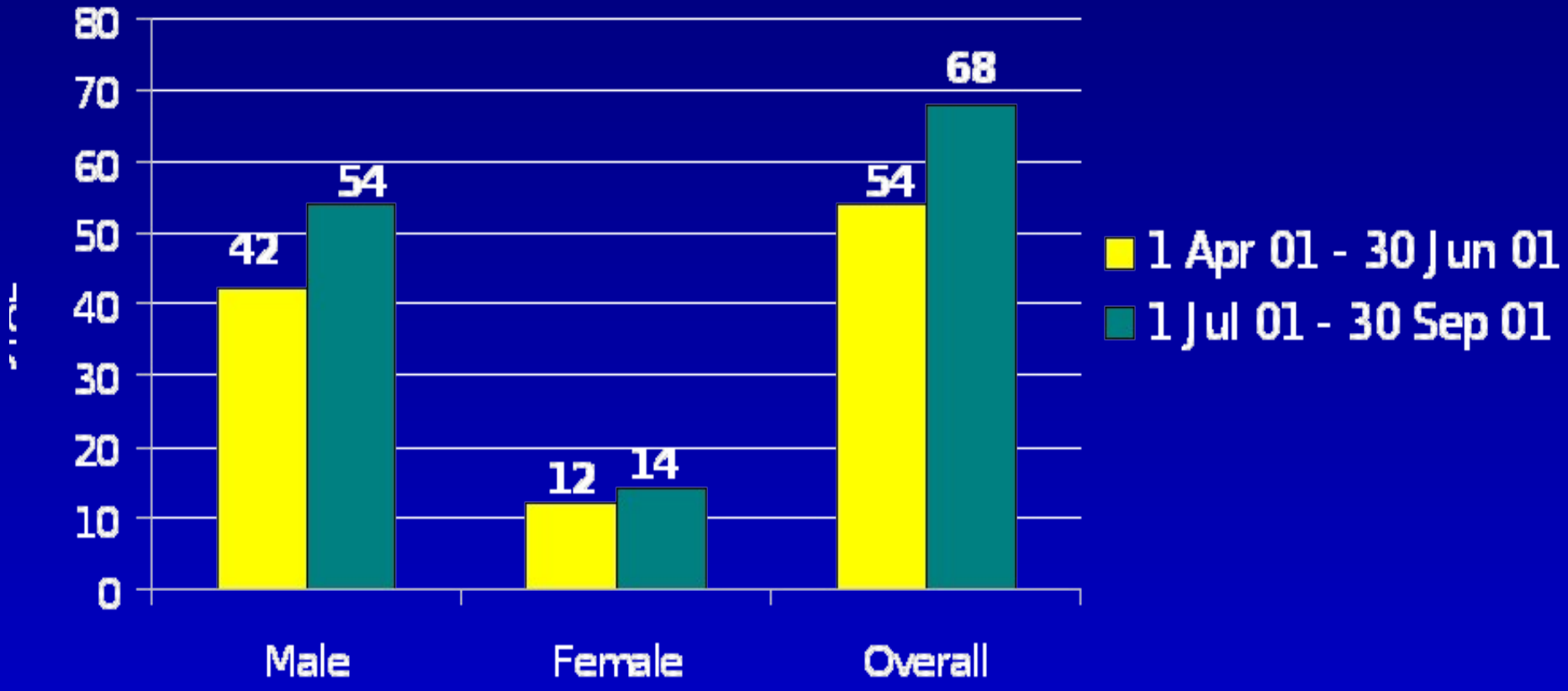
AIR INTELLIGENCE AGENCY

Staff Judge Advocate

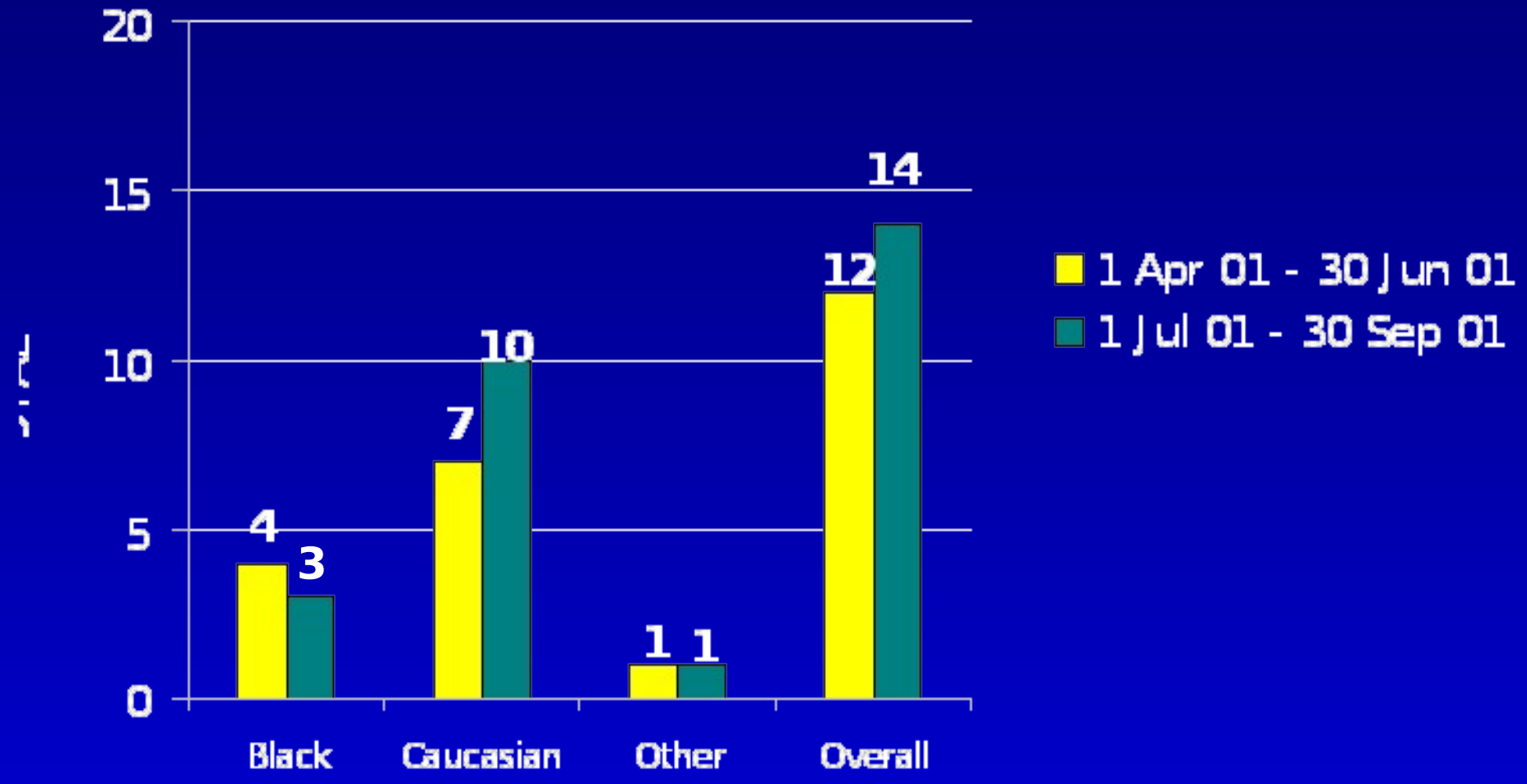
Article 15 Actions
Racial Group



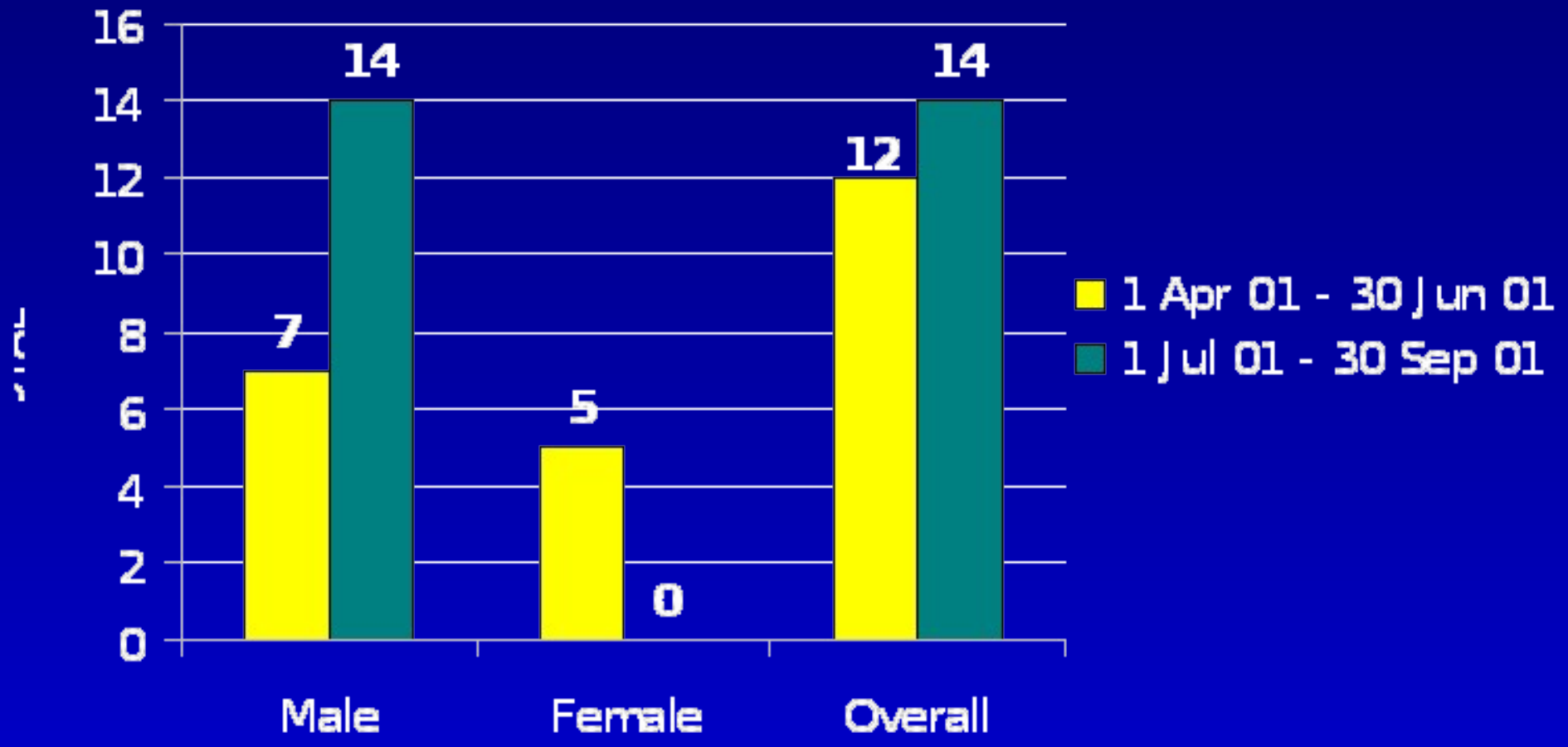
Article 15 Actions
Gender



Courts-Martial
Racial Group



Courts-Martial
Gender



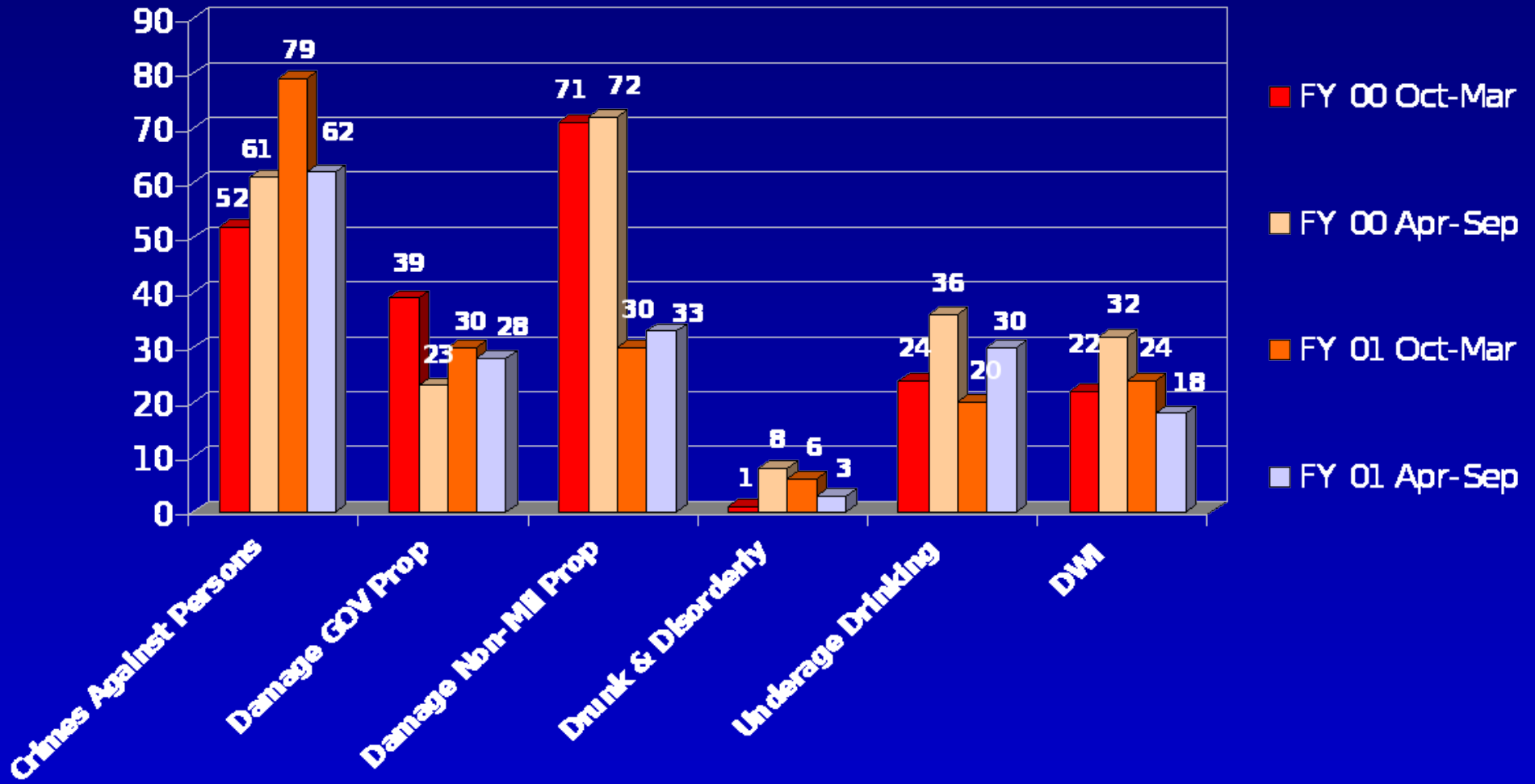
59TH MEDICAL WING

37TH TRAINING WING

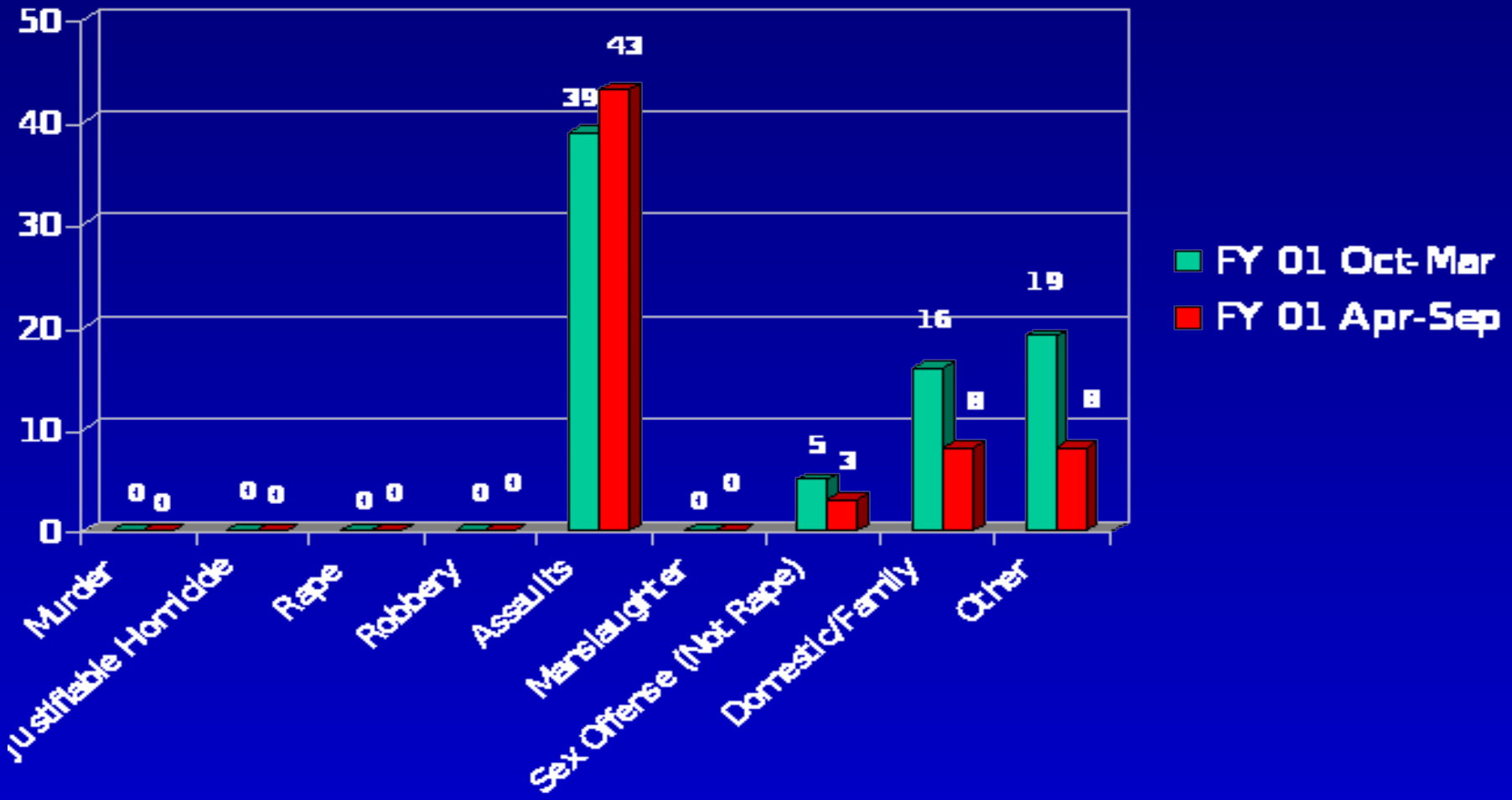
AIR INTELLIGENCE AGENCY

37th Security Forces Squadron

CRIMES REPORTED TO SECURITY FORCES



CRIMES AGAINST PERSONS



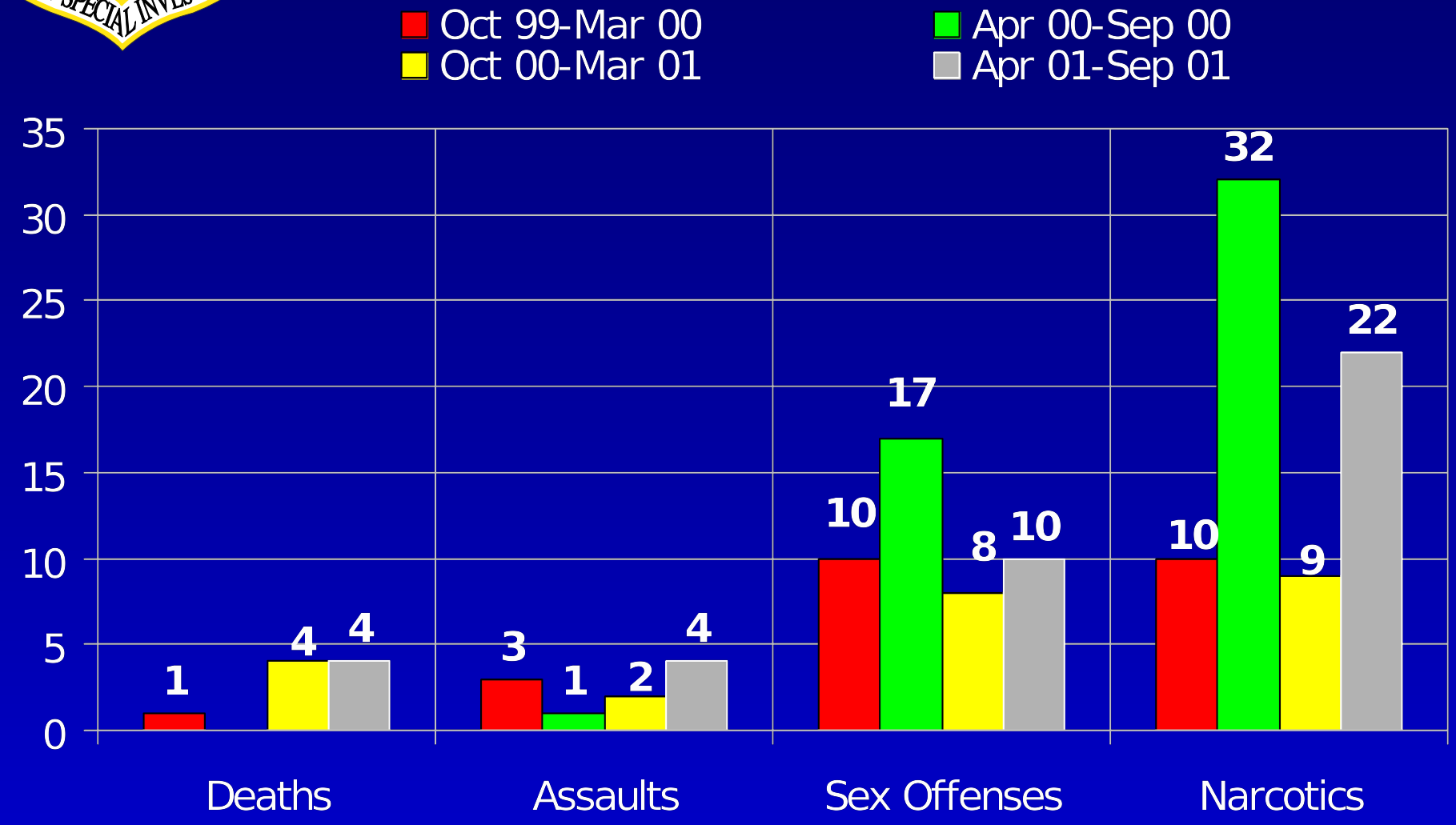
59TH MEDICAL WING

37TH TRAINING WING

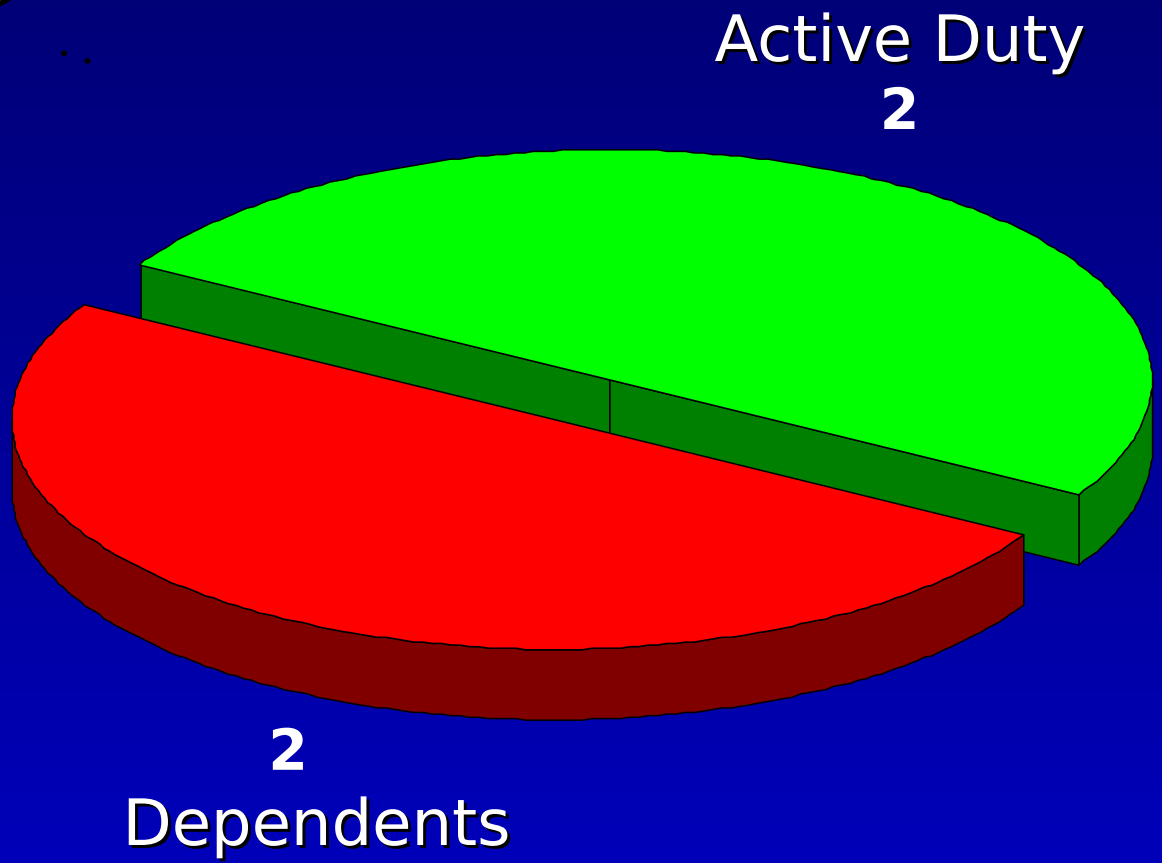
AIR INTELLIGENCE AGENCY

Office of Special Investigations

Investigations by Category



Death Investigations



Official Use Only

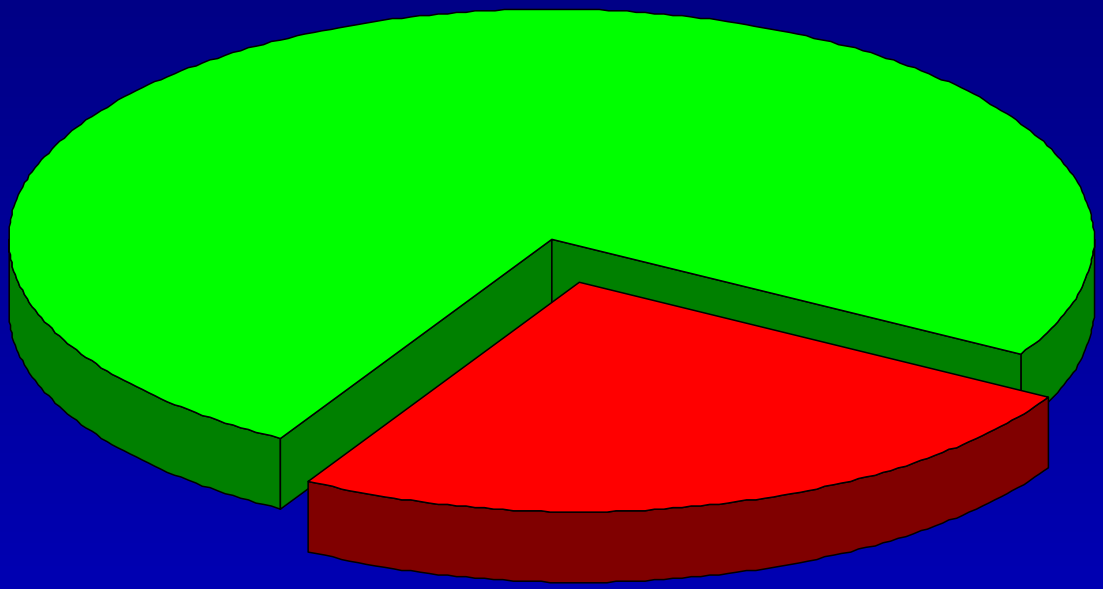
Total=4

Assault Investigations

Apr 01-Sep 01

Civilian Subjects

3



1

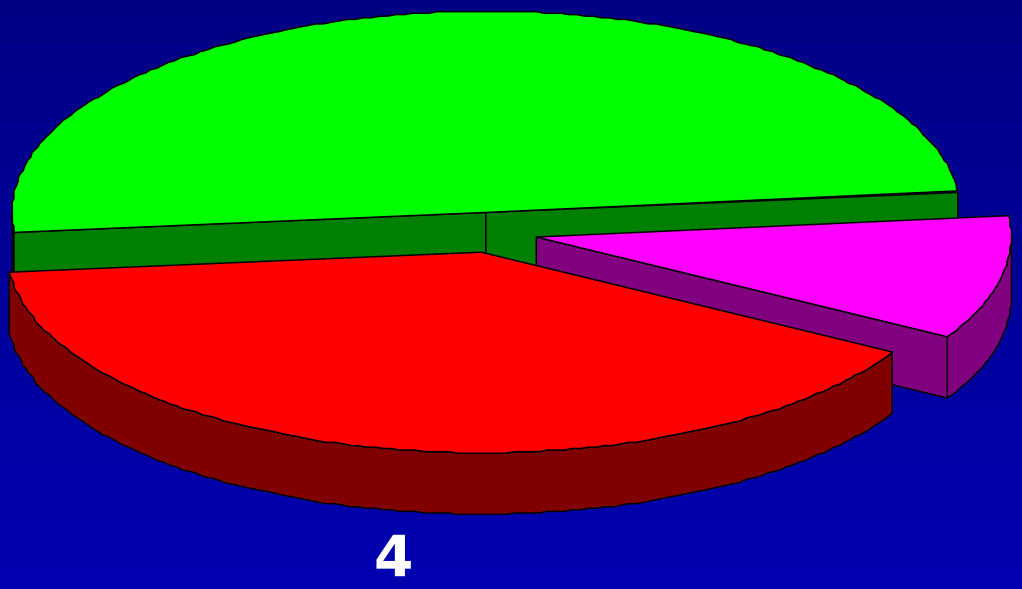
Military Subjects

Bat Attack
Letter Bomb
Domestic Assault
Child Abuse

Total=4

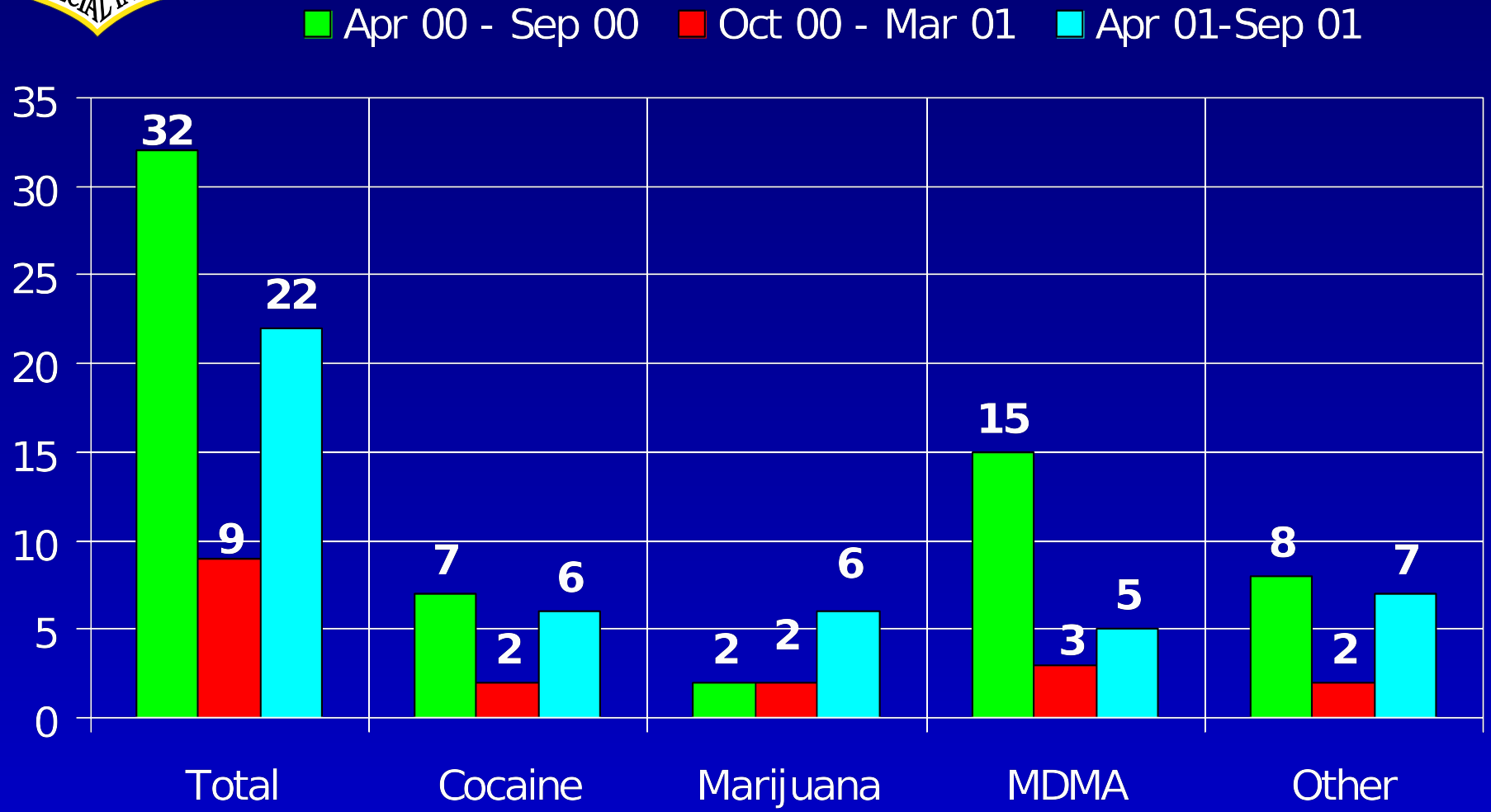
Official Use Only

Sex Crime Investigations



Total=10

Drug Investigations by Category



Official Use Only

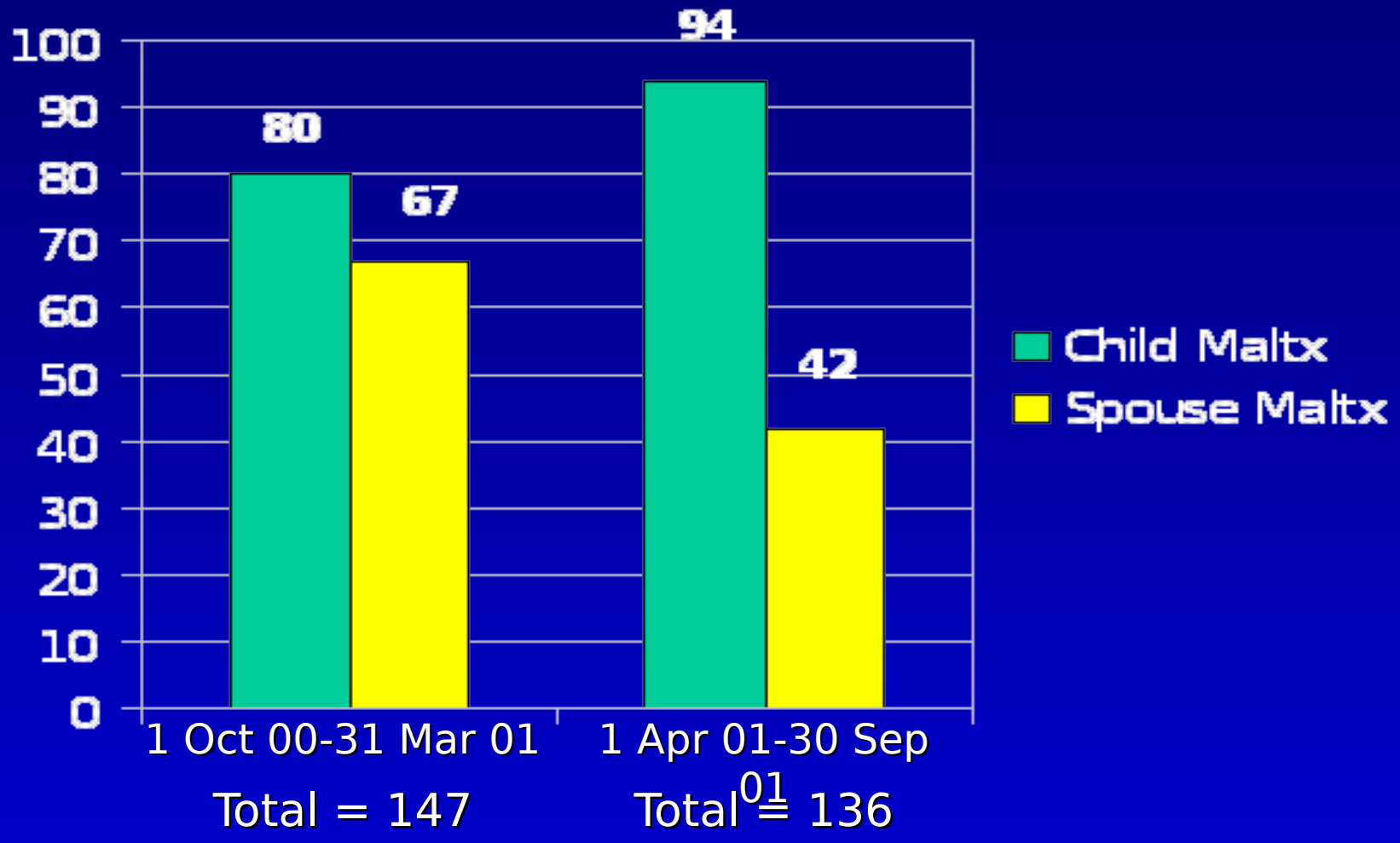
59TH MEDICAL WING

37TH TRAINING WING

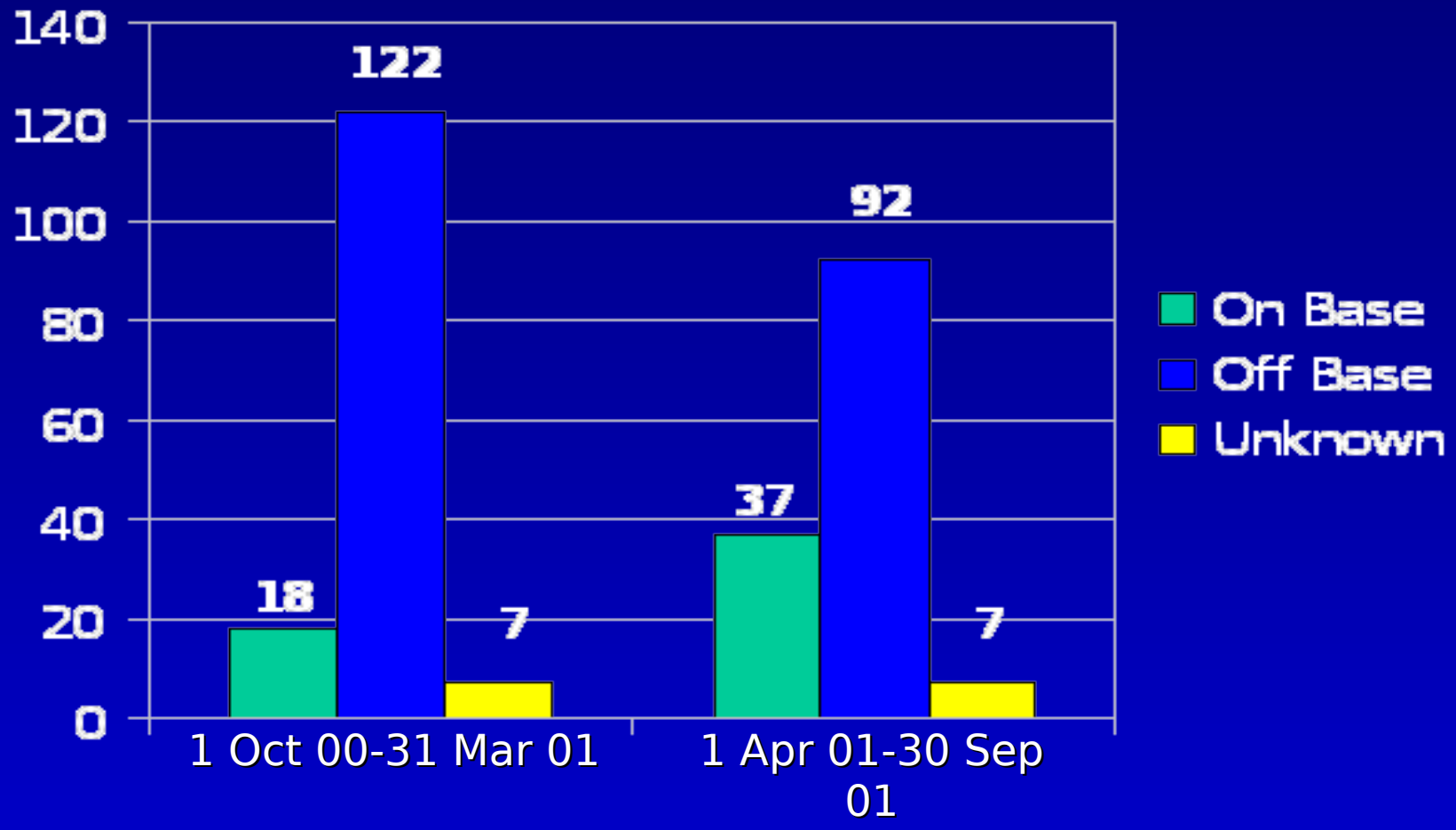
AIR INTELLIGENCE AGENCY

59 MDW Family Advocacy Program

DOMESTIC VIOLENCE CHILD/SPOUSE



DOMESTIC VIOLENCE ON/OFF BASE



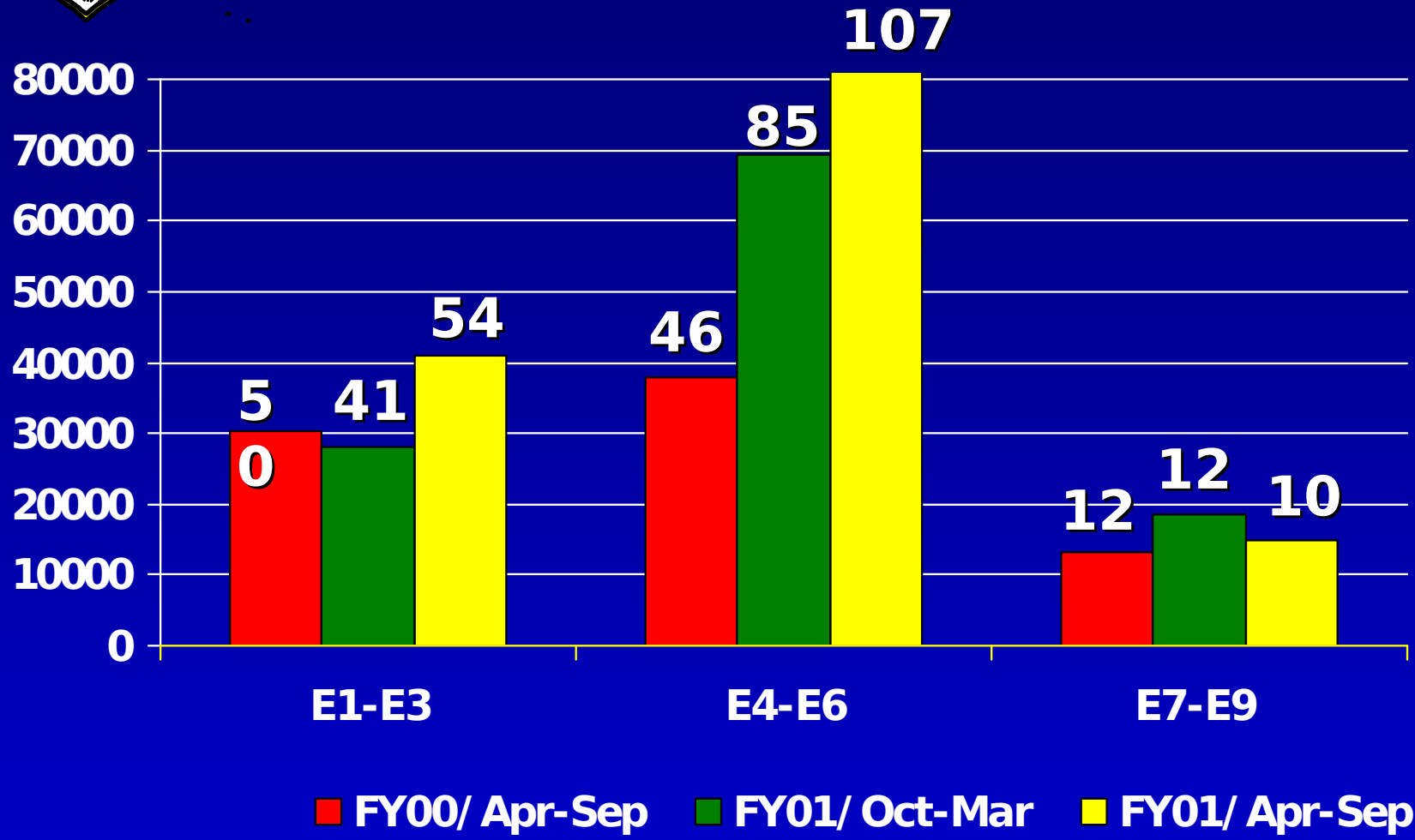
59TH MEDICAL WING

37TH TRAINING WING

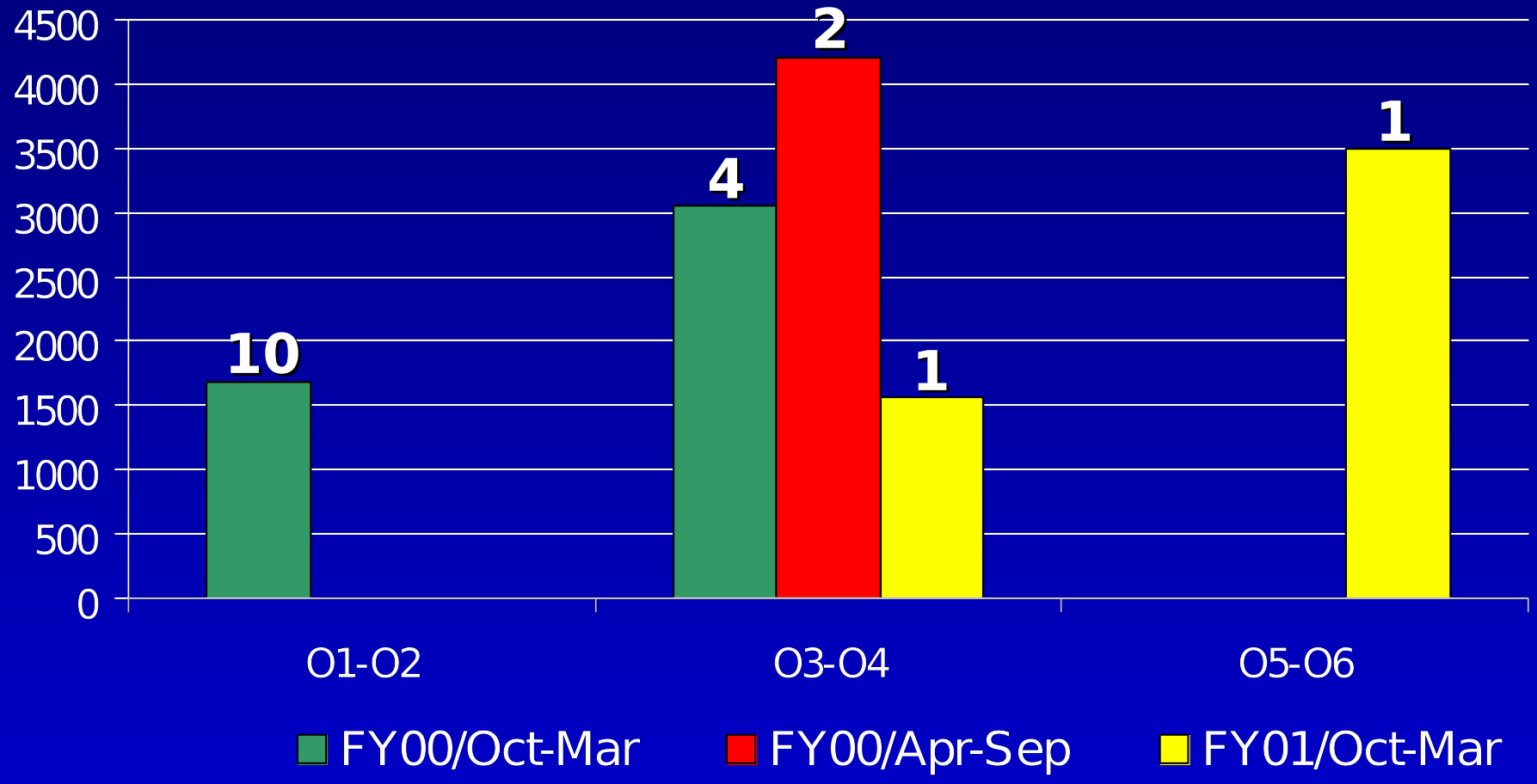
AIR INTELLIGENCE AGENCY

Family Support Center

Enlisted Loans & Grants Dollar Value



Officer Loans & Grants
Dollar Value



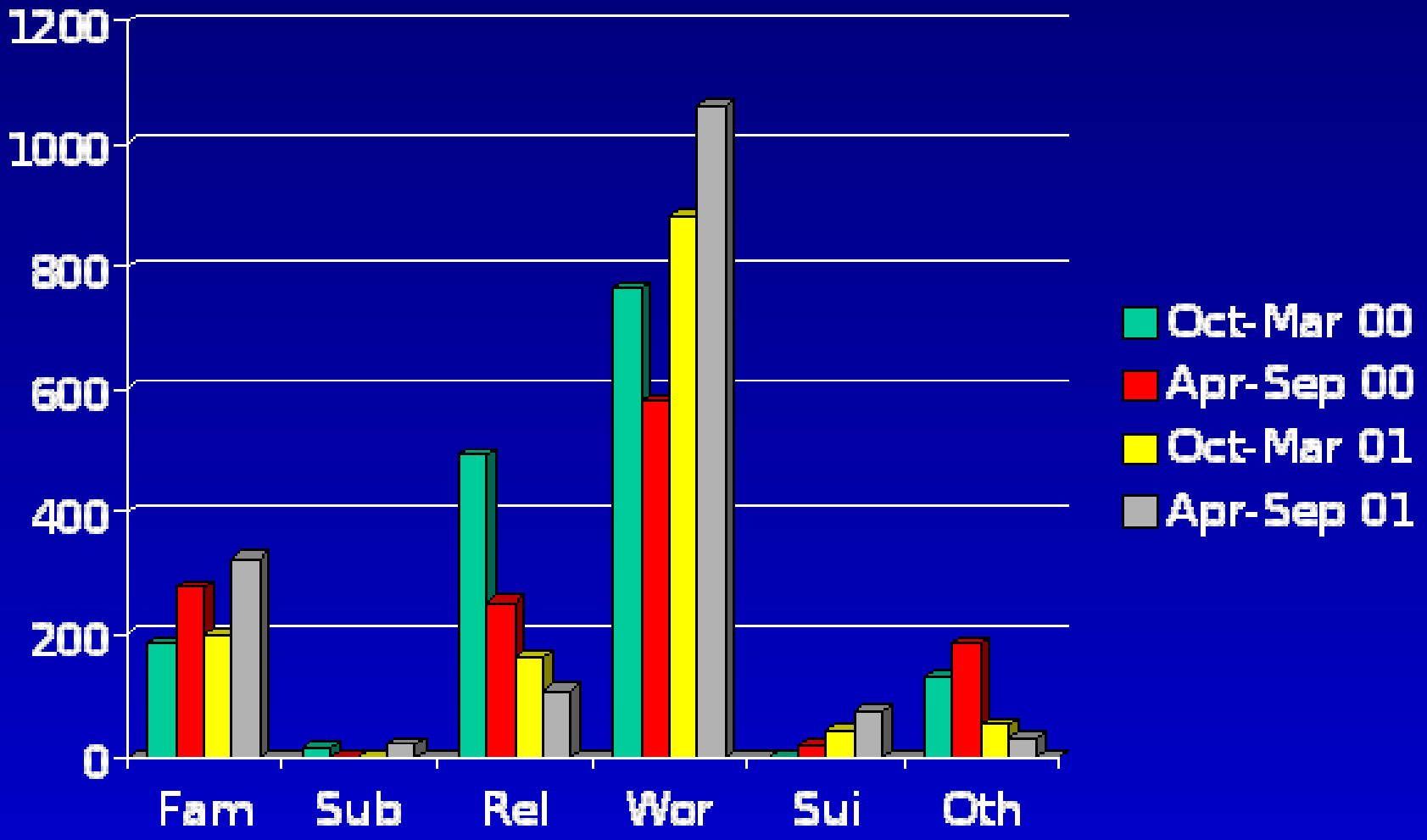
59TH MEDICAL WING

37TH TRAINING WING

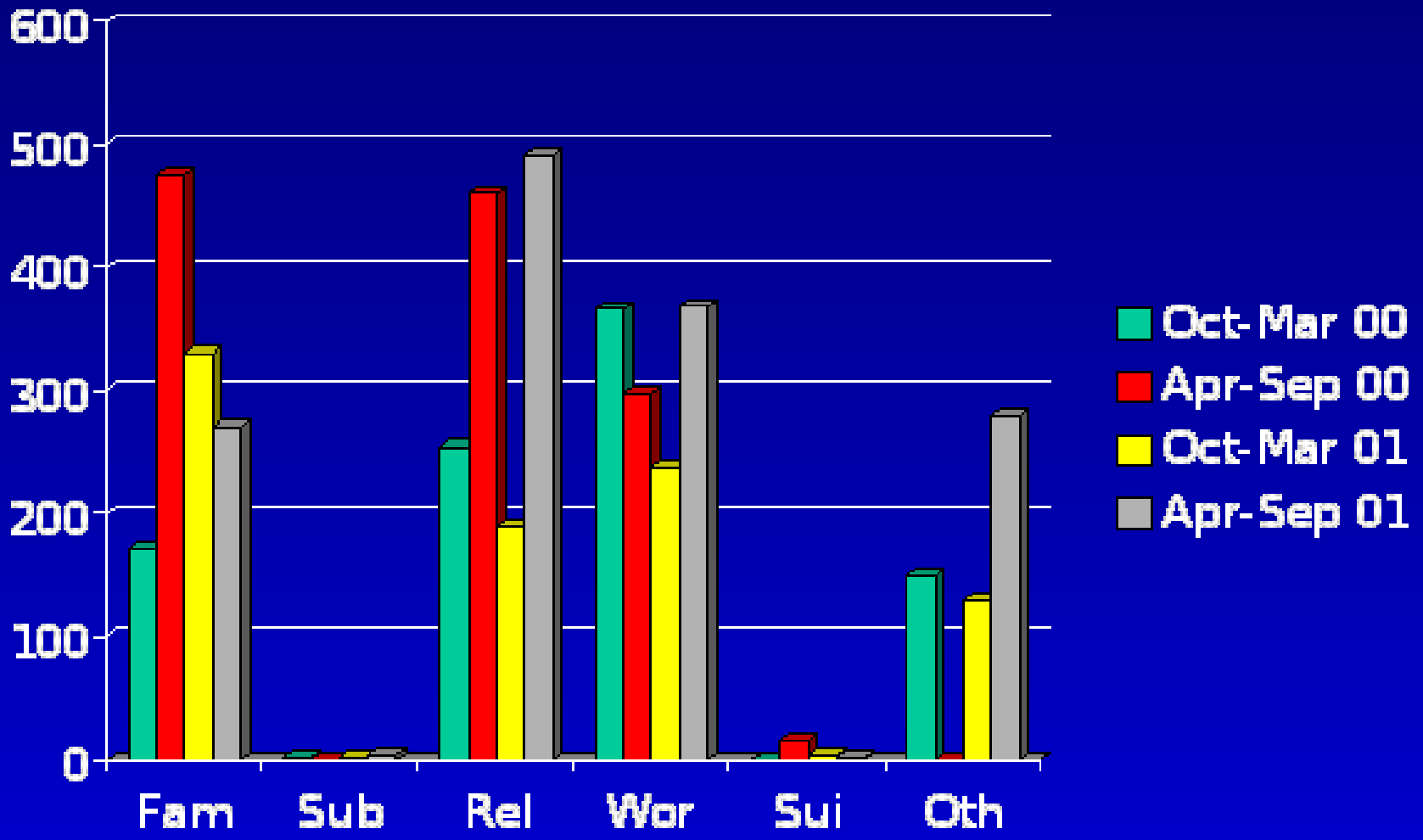
AIR INTELLIGENCE AGENCY

37 TRW Chaplain Service

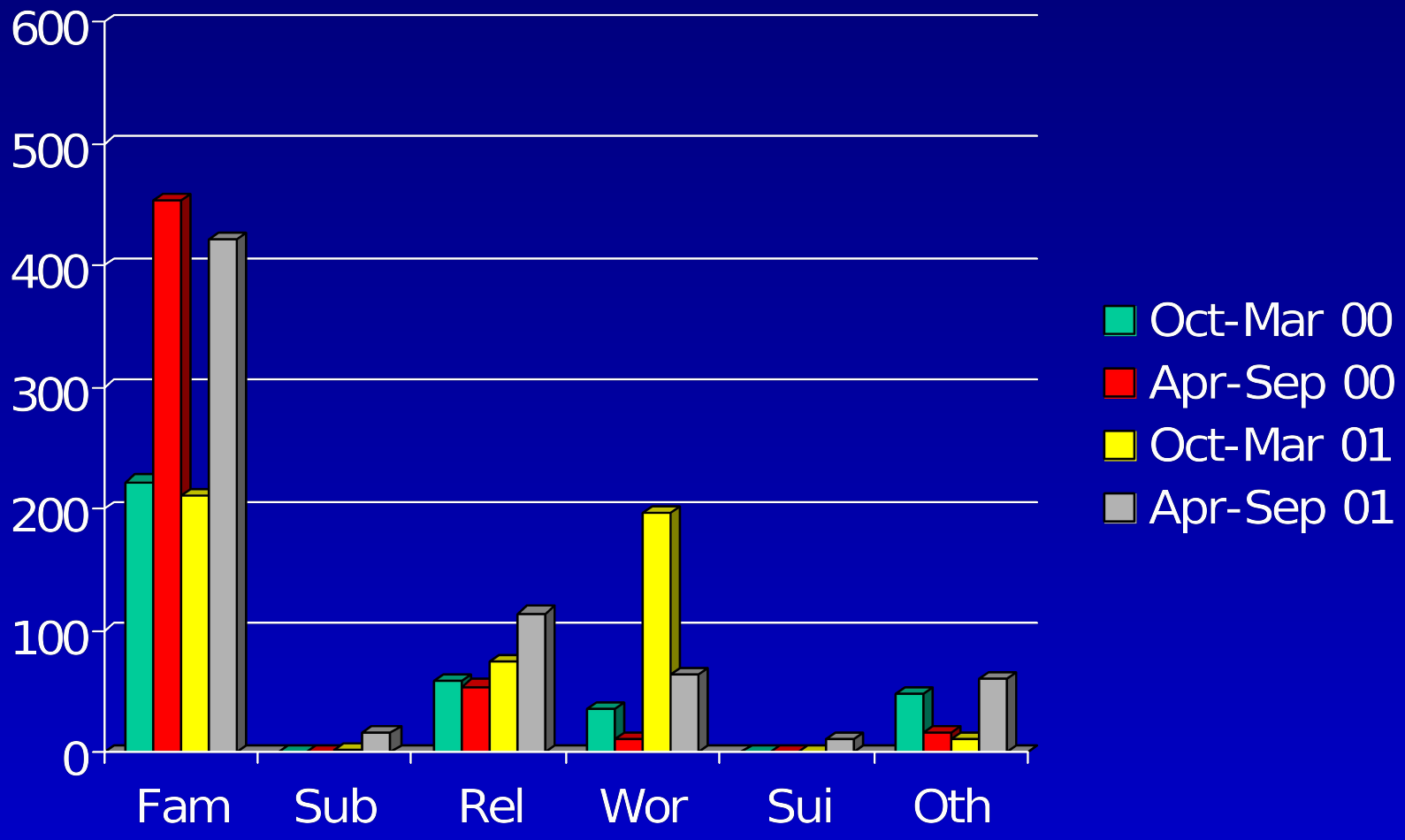
Basic Military Training



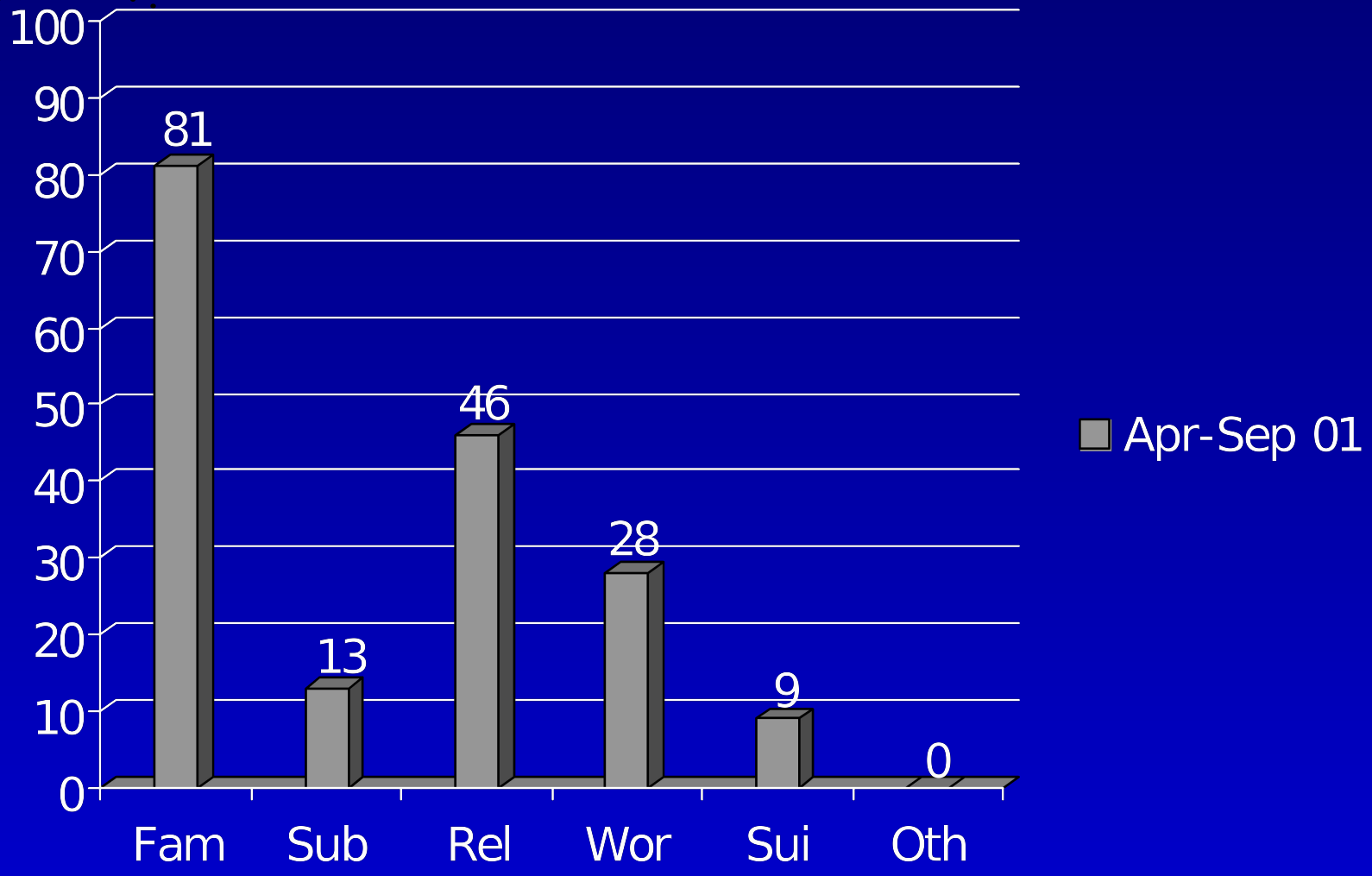
Technical Training



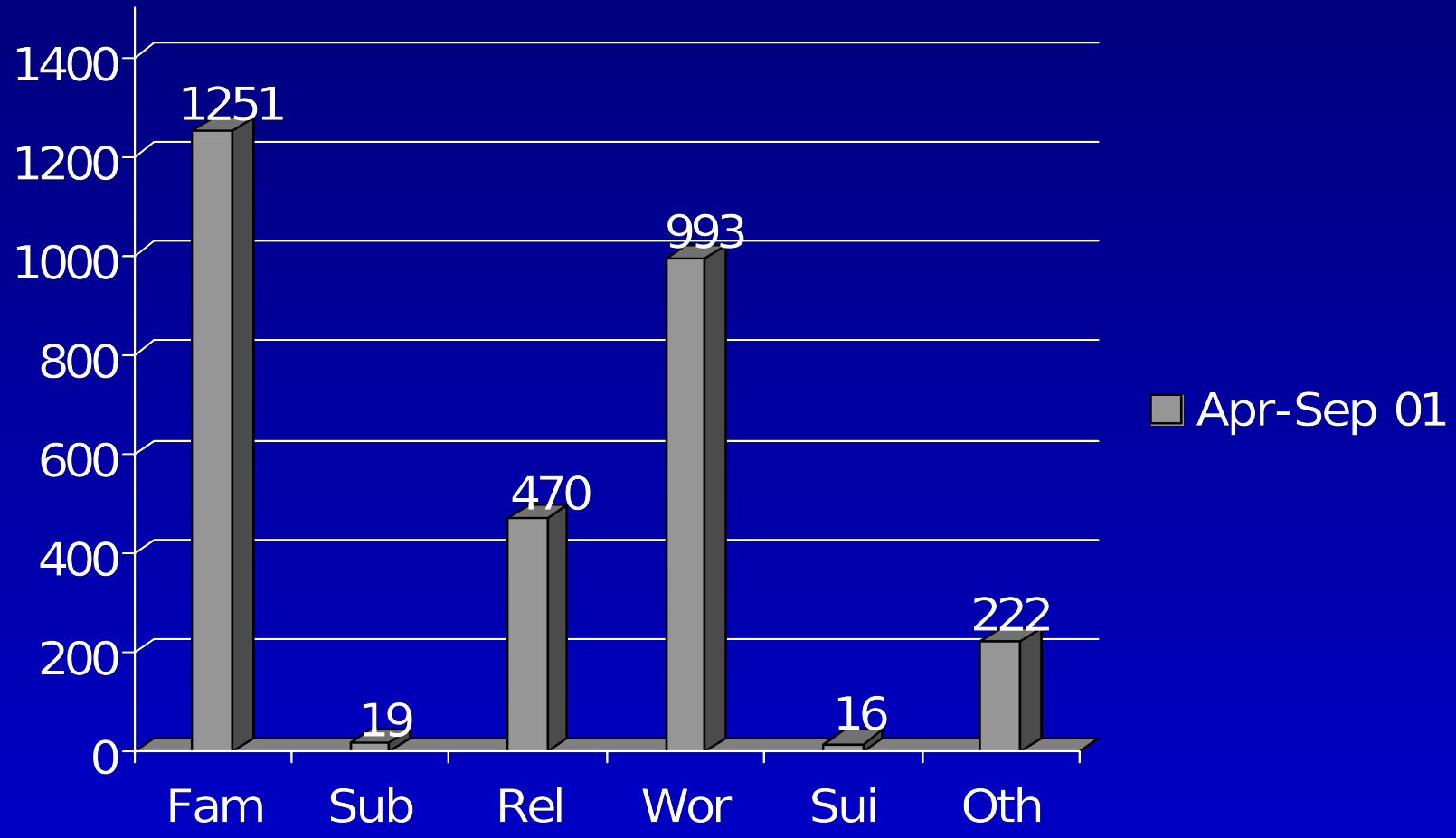
Permanent Party



Intel Branch



WHMC Chapel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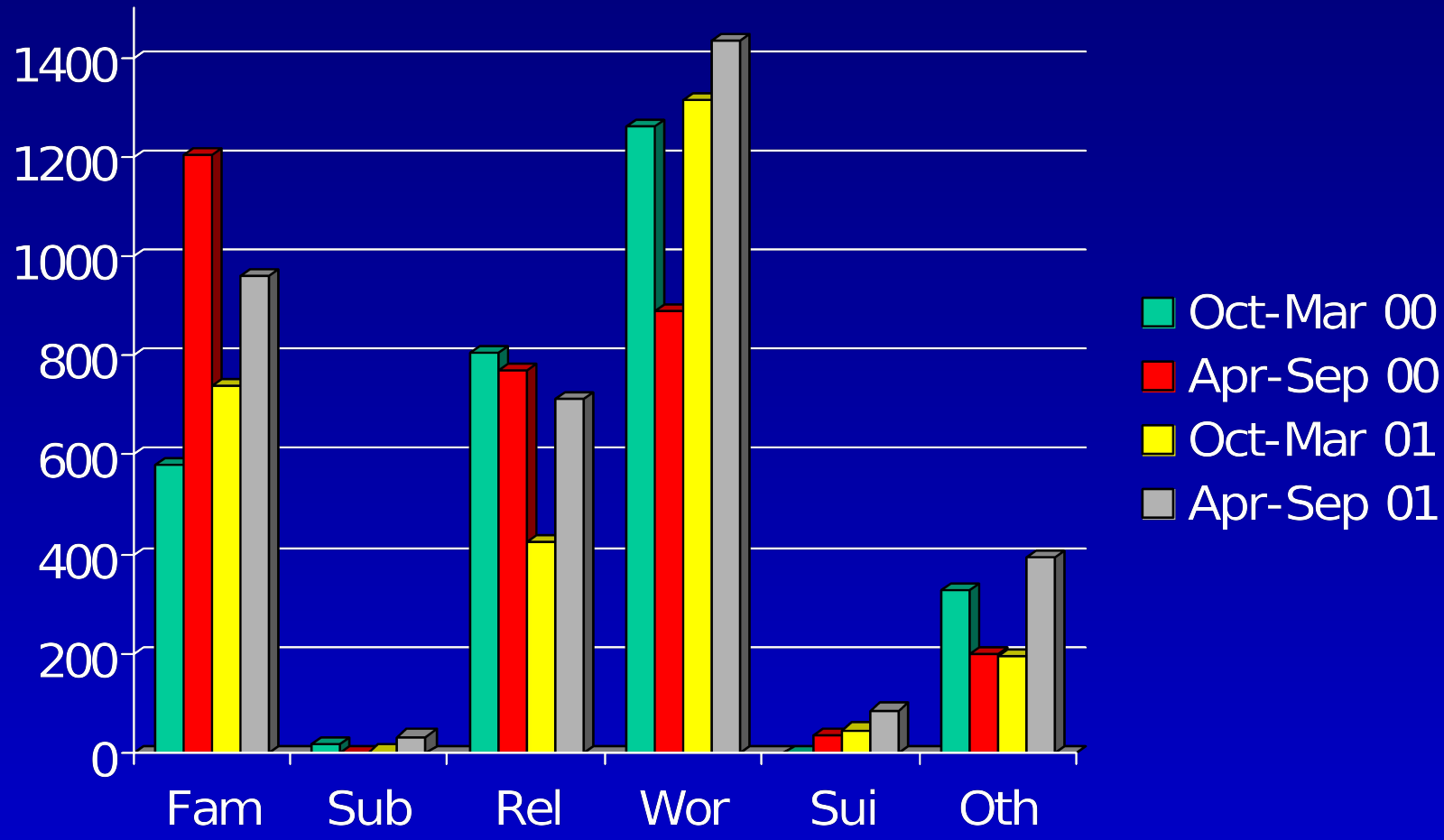
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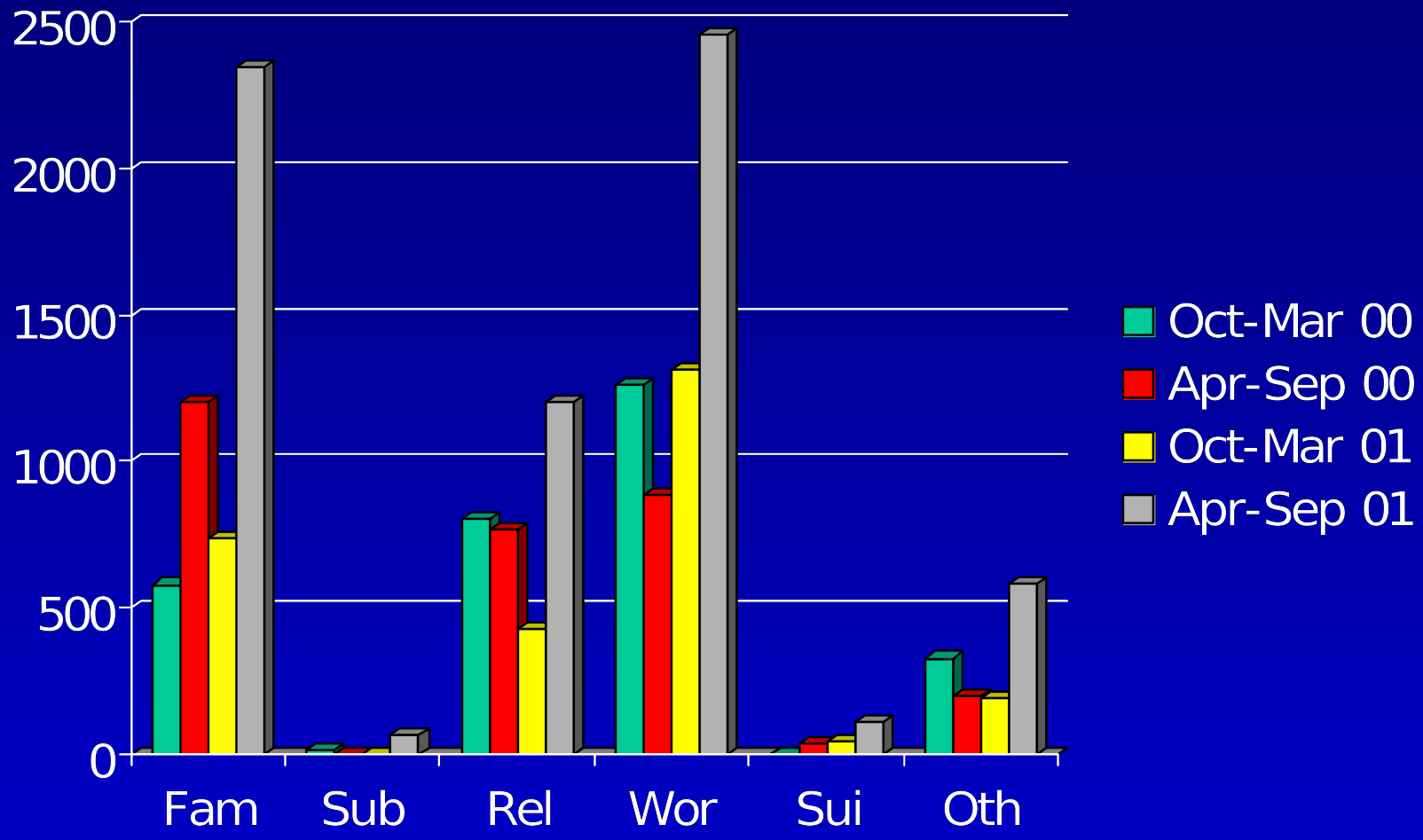
Lackland Chaplain Service



Chapel Issues

- Family
  - Conflict Resolution/Communications
- Religious
  - Separation/Guilt
- Work
  - Supervisor Relations

Overall Climate

- No Major Incidents
- Complaints Steady or Slightly Up
- Individual Stress Still High
- Crimes Steady or Slightly Up
- Overall: Healthy But **YELLOW**

Commander Comments

“Team Lackland … Fit AEF Warriors, …Training the Best, Being the Best !!”